The Labour Gazette

APR 7 1970

March 1970

A management council in Quebec that brings together the French and English employers would buttress the influence the French-speaking employers have in government circles with the economic power of the English-speaking employers, and enable the latter to become better acquainted with the economic interests of Quebec. Read "The New Initiative from Quebec Management," by Claude Lemelin. See p. 184.

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Official Journal Canada Department of Labour
Vol. 70, No. 3/March 1970

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The Department of Labour Today

Shifting the emphasis from settlement to prevention

"A more positive tripartite approach to the prevention and settlement of industrial disputes—that's what we're after," said Labour Minister Bryce Mackasey as he announced in January the creation of a group of industry specialists in the Conciliation and Arbitration Branch of the Canada Department of Labour.

The group will consist of six senior officers: three located in Ottawa, one in Montreal, one in Toronto, and one in Vancouver. Their task will be to maintain continuing contact with senior employer and trade union officials in specified industries within federal jurisdiction; to identify emerging problems before they come to a head at the bargaining table; and generally to prevent the development of serious disputes. The industry specialists, who will work closely with officers in the Labour-Management Consultation and Economics and Research Branches of the Department, will also be available to serve as mediators when disputes do occur.

Mr. Mackasey announced also that five of the six officers have been appointed by the Public Service Commission. They are:

Arthur R. Gibbons, who will be located in Ottawa, joined the Department on January 12. He has served as executive secretary of the Canadian Railway Labour Executives' Association, as a vice-president of the Canadian Labour Congress and as a member of the Economic Council of Canada.

R. Nat Gray, who will also be located in Ottawa, joined the Department in 1969. He was formerly grand lodge representative and secretary of the Canadian Office of the International Association of Machinists and Aerospace Workers.

T. B. McRae, who will be located in Toronto, has bee with the Department since 1957, serving as Chief Cor ciliation Officer for the Ontario Region since 1963. Edu cated at the University of Toronto, he was formerly a industrial relations officer for DeHavilland Aircra Company.

Charles E. Poirier, who will be located in Montreal, ha been with the Department since 1950, serving as Chie Conciliation Officer for the Quebec Region since 196 He holds an M.A. in industrial relations from Lava University.

Donald S. Tysoe, who will be located in Vancouve has been with the Department since 1949, serving a Chief Conciliation Officer for the Western Region sinc 1964. Previously a teacher, he was educated at the Uni versity of Alberta and did postgraduate work at th University of British Columbia.

All of the industry specialists will be responsible to W P. Kelly, Director of the Conciliation and Arbitratio Branch.

D. S. Tysoe R. N. Gray A. R. Gibbons T. B. McRae C. E. Poirier

Peace prize

The Nobel Peace Prize for 1969 was awarded to the International Labour Organization at the University of Oslo in December. Mrs. Aase Lionaes, Chairman of the Nobel Committee of the Norwegian Parliament, presented the award, received on behalf of the Organization by ILO Director-General David A. Morse.

In accepting the Peace Prize, Mr. Morse said: "It will be a continuing inspiration to us all in our efforts, in the years to come, to help to construct a more just society in a world of peace." Though the ILO was in its fiftieth year, it was only at the beginning of its task, Mr. Morse said. "What has happened to our contemporary period is that we have come to worship technological advance, but are horrified by the growing dimension of poverty in the world; that we are impressed by what science has devised, but are concerned at society's inability to find the means of applying its benefits fairly and equitably, both within and between nations, for the general well-being of the ordinary man; that we are appalled and shocked at the magnitude of the sums invested for weapons of war and mass destruction and at how inadequate are the amounts provided for the economic, social and spiritual needs of man. The fear, anger and frustration that are caused by these frightening contradictions confront mankind with a vast and growing social and political danger."

Mr. Morse noted that the most acute problems that afflicted the ILO's industrialized member states in the early twentieth century, such as gross exploitation of the worker and economic insecurity, had now been understood, and a start had been made on dealing with them effectively.

Current reports

The first of the 1969-70 series of Current Reports on labour legislation, prepared by the Legislation Branch of the Canada Department of Labour appeared in January. It will be followed by further Reports in the coming months. These Reports, issued each year while the legislatures are in session, cover all labour bills and other bills of general labour interest introduced in Parliament and each of the provincial legislatures. They set out the underlying purpose, scope and substance of each bill and trace its progress until it either becomes law or is dropped. Near the end of each year, the principal enactments are reviewed in The Labour Gazette.

The first Report reviewed laws enacted in the final months of 1969 in the Manitoba, Ontario and Québec Legislatures, and private members' bills introduced in Parliament. Among the Acts dealt with were ones that: made further amendments to the Québec Labour Code; increased workmen's compensation payments in Manitoba; made workmen's compensation increases automatic in Québec by tying death and disability benefits to the Québec Pension Index; provided for an Ombudsman in Manitoba; ended an illegal strike of policemen and firemen in Montreal; established binding arbitration as the final step in civil service collective bargaining in Manitoba; and established a Civil Service Department in Québec to act as the government representative in public service collective bargaining.

Single copies of these mimeographed Current Reports are available on request from the Legislation Branch, Canada Department of Labour, Ottawa.

News briefs

■ **The federal Government will introduce legislation to provide for increases in the pensions of retired public servants and their surviving dependants. Treasury Board President C. M. Drury said the proposals that the Government will place before Parliament are based on a report by the Advisory Committee on the Public Service Superannuation Act.**

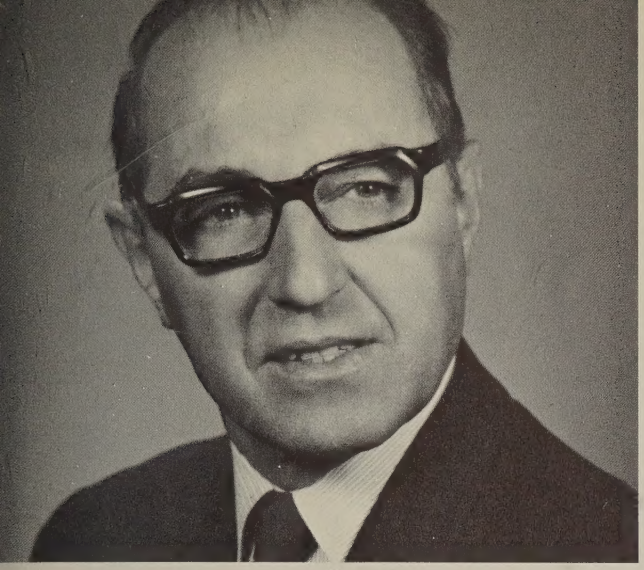
Mr. Drury said that the plan will have these features: commencing April 1, 1970, pension payments will be increased by the application of percentages ranging from 2 per cent for those who retired in 1969 to 42 per cent for those who retired in 1952 and earlier. These percentages will be applied to the basic pension plus any increase being paid under the Public Service Pension Adjustment Act of 1959; commencing in 1971, pensions would be increased each January 1 in accordance with the percentage change in the Canada Pension Plan Pension Index provided that the maximum increase under that plan remained at 2 per cent; there will be no dollar ceiling on the amount of the increase in applying the percentage increases; and the contribution rate will be .5 per cent each, by the Government and the employees.

In the case of persons retired from the Canadian Forces or RCMP, the situation is somewhat different because of the earlier ages at which members of those forces can retire on full pension. It will be proposed, Mr. Drury said, that the commencement of escalation in their cases should take place at the age of 60 or immediately if the member is invalided from the service. This would be comparable with the treatment to be accorded the majority of public service pensioners who can retire on an immediate annuity at age 60. The additional contributions required from members of the forces and the Government would be at the same rate as in the case of public service employees.

■ **Public servants employed by the Ontario Governmer have been awarded a long-term income protection pla** plus increased fringe benefits, in an arbitration decisio The award followed a year of negotiations between th Government and the Civil Service Association of On tario.

The income plan will provide payments at the rate 50 per cent of income in the seventh month of a absence caused by disability, illness, or extended layof The plan will be voluntary for present employees an compulsory for employees hired in the future. The Gov ernment will continue paying 65 per cent of medica insurance premiums and will begin paying 40 per cer of hospitalization insurance. The award gives also an improved vacation plan; an annual bonus for goo attendance; and a separation gratuity in case of invo untary retirement.

■ **A Montreal clothing manufacturer, Scott-LaSall Ltd., has brought in a guaranteed income plan for it employees.** Company President Jack Scott says that is the first plan of its kind "in the needle trade, an certainly in the men's clothing industry." Under the pla that began in January, employees who have continuou service of seven years or more will receive a guarantee wage that will amount to at least 32 hours of pay, eve if they work less than 32 hours in any one week. Th guarantee stands regardless of the number of hours a employee worked the preceding week. And for a wee of less than 32 hours, employees will receive pay base on 32 hours. During the first year of the plan, "th maximum number of excess hours to be paid an em ployee shall be limited to 80 for the full year or 4 hours for each half-year when fewer than 32 hours ar worked," said Mr. Scott.



Gérard Rancourt

■ **Gérard Rancourt, Executive Vice-President, Canadian Labour Congress, died January 12, aged 52. Mr. Rancourt was elected general secretary of the Quebec Federation of Labour in 1965 and held that position until he was elected to the vice-presidency of the CLC in 1968.** In 1947, he became a representative of the Amalgamated Clothing Workers of America and was later appointed regional director for the Textile Workers' Union of America. Mr. Rancourt was a former secretary of the Montreal Labour Council, established labour councils in St. Jean and Joliette, Que., and assisted in the establishment of the Quebec Federation of Industrial Unions. He later returned to the Amalgamated Clothing Workers as educational director and editor.

■ **Joseph A. Yablonski, who recently lost a bid to become president of the United Mine Workers of America, was murdered in January.** His wife and daughter were also murdered. He campaigned against union President W. A. Boyle and what Mr. Yablonski called the dictatorial influence of the union leadership.

Mr. Yablonski was a member of the union's 30-member International Executive Board. He was first elected to the board in 1942. Before his death, Mr. Yablonski had appealed to the U.S. Department of Labor to seize the ballots of the election and union records. He said that the election was invalid because of vote stealing, counting of illegal ballots, and misuse of union funds in Mr. Boyle's campaign. The FBI has been called in to investigate Mr. Yablonski's murder.

■ **The Government of Canada provided jobs for 11,365 students last summer, an increase of close to 27 per cent over the previous summer.** Details of the federal Government's efforts to provide summer jobs for students within the public service were made public recently by Manpower and Immigration Minister Allan J. MacEachen. The Manpower Department was involved in a number of initiatives designed to help students find summer employment; one of these was to expand summer job opportunities within the government service itself.

Mr. MacEachen reported an increase of 2,401 in the number of summer jobs provided in 1969 compared with 1968, when the total was 8,964. Efforts to increase student summer employment within the federal service followed a Cabinet directive in April of 1969 that proposed that departments and agencies increase student summer employment by at least 10 per cent over the previous year.

Departments and agencies have already been asked to canvass possibilities of student summer employment in 1970. In addition, Mr. MacEachen said, the Department is continuing its efforts to encourage greater student employment in the private sector, by co-ordinating the efforts of private industry through Canada Manpower Centres across Canada.

Students employed last summer by the 52 federal government departments, agencies and corporations earned a total of $11,129,417. The largest number of students—1,938—was hired by the Post Office; National Defence hired 1,443; Indian Affairs and Northern Development, 859; Energy, Mines and Resources, 886; Agriculture, 682; Fisheries and Forestry, 785; National Revenue, 535; Public Works, 508; Transport, 760; Manpower and Immigration, 439.

■ **Our editing of a caption in the article, "A Day in the Life of a Safety Officer" (L.G., Jan., p. 32), succeeded in obscuring the intent of the photograph—namely, that it depict not one but four safety infractions.** What the Department's Accident Prevention Division intended us to convey was as follows: there was an accumulation of metal turnings on the lathe bed; the operator was exposing long sleeves, an open shop coat and a loose tie in the presence of moving machinery; his goggles were not in place; and he was reaching across machinery in motion. The new Gazette format does not permit the use of long captions, but we might have used, "Can you spot all the safety infractions in this photograph?" We apologize to our APD colleagues for this oversight.

50 years ago

■ **Discrimination by the CPR, compensation for unemployment, industrial disease, and for mothers whose husbands could not support them, the eight-hour day, and early death caused by compressed air were some of the topics dealt with in the March 1920 Labour Gazette.**

■ The discriminatory nature of a clause allowing dismissal without specific cause was at issue in the report of a conciliation board in a railway dispute. The Canadian Pacific Railway Eastern Lines had invoked this clause, contained only in their porters' contracts, and dismissed seven porters. The board's final majority report stated that the company was within its rights when it dismissed the seven men for "general unsatisfactory service" and that their membership in the Order of Sleeping Car Porters had not been the cause.

The final minority report signed by Fred Bancroft, the employees' representative, rejected the majority opinion. He referred to evidence under oath by each porter that "he is not conscious of misconduct or neglect of duty on his part that might give cause for his dismissal," that company officials had repeatedly refused to justify the dismissals and that union membership appeared to be the only basis for the company's action.

In an earlier minority report, Mr. Bancroft had referred to discrepancies in the wages and rules recommendation. For instance, although the schedule for wages was to be identical with that adopted by the Canadian National Railways, CPR porters had to spend at least $16 per month more for meals than their CNR counterparts.

In Great Britain, the Government amended the la covering contributory unemployment insurance. A persons falling within the health scheme in Englan Scotland and Wales, except those in agriculture an domestic service, were eligible. Men received benefi of 15 shillings a week and paid 3 pence. Women r ceived 12 shillings, and paid 2½ pence a week.

■ **Compensation for industrial diseases was a majo topic for discussion. Ontario, Nova Scotia, Manitob British Columbia, Alberta and New Brunswick reco nized six occupational industrial diseases:** anthrax, lea poisoning, mercury poisoning, phosphorous poisonin arsenic poisoning and miner's ankylostomiasis (a for of anemia caused by a parasitic worm). Ontario an Alberta included miner's phthisis (tuberculosis).

■ **The Manitoba Workmen's Compensation Act w declared valid by the Manitoba Court of Appeal** und Sec. 92 of the British North America Act. The Cou declared that as an administrative body and not a cou of justice the Workmen's Compensation Board cou not be considered a supreme court and no infringeme of federal jurisdiction had occurred. Furthermore, long as the Board kept within its legislated functio it was the duty of the courts to support its work.

■ **In February 1920, a wave of requests for diver social legislation met the governments of Manitoba an Alberta.** In Manitoba, a delegation from the Winnip Trades and Labour Council and the Railway Brothe hoods included in their demand abolition of night wo in bakeries, raising the school-leaving age to 16 yea a provision to bring domestic servants within the sco of the Minimum Wage Act, and a modification of t Mothers' Allowance Act to give coverage to mothe

ith one child, those whose husbands were totally inca-acitated, had tuberculosis or were unable to work, and hose whose husbands were in mental institutions.

A group from the Alberta Federation of Labour pleaded or an eight-hour day and 44-hour week for factory vorkers and miners, for amendments in the Child Wel-are Act and for an annual wage of $1,200 for teachers n that province.

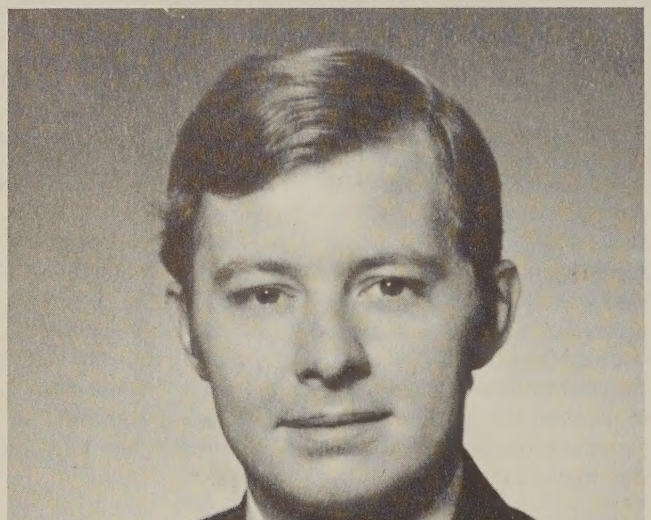
■ **The federal Labour Minister announced that the ight-hour day was to become federal law unless the rovinces took immediate action.** Previous uncertainty bout the federal Government having joint responsi-ility with the provinces in this matter was ended. The nternational Labour Congress meeting in Washington s specified in the Treaty of Peace had adopted a conven-ion for an eight-hour day in industrial employment. The federal Government could thus claim jurisdiction y virtue of its treaty-making powers.

■ **A thirteen-year-old boy was killed in a shop of an sbestos** mining company at Thetford Mines, Quebec, vhen the subforeman was dusting off his clothes with ompressed air. The boy's father, who had taken his son's wages of $2 a week, brought suit for negligence and was awarded $1,182 for his son's life. The company appealed, saying that a standing order prohibited the use of the compressed air hose for other than specific functions. The appeal was denied; the Appeal Court held that the practice of dusting with the hose was general knowledge and that the company was liable for the error of its subforeman.

■ **The Alberta Government announced its intention of becoming the supplier of fuel, fertilizers, salt and cheap power for all the Prairie Provinces.** The research was to be conducted by a new department of industrial research to be established at the University of Alberta and financed by the provincial Government.

■ **Women were being wooed by industry in Eastern Canada, and particularly in Ontario.** Bakeries, confectioneries, clothing and hosiery factories, knitting mills and textile plants put out calls for female help. Women were also needed for work in a cigar factory in Brantford, an automobile accessory plant in Niagara Falls, a salt refinery in Windsor and rubber factories in St. Catharines.

The new initiative from Quebec management



By Claude Lemelin

Le conseil du patronat, a federation of employers' ass ciations, has been active in the Province of Quebec sin January 1969. It was only after years of study and co sultation that a group of businessmen, headed by Jea Brunelle, Director of the Centre des dirigeants d'entr prise, managed to set up the new organization, who President and Director General is businessman Charl Perreault (L. G., June 1969, p. 312).

In October, there were 35 employers' associations with Le conseil du patronat du Québec, three of which we themselves federations of about 30 minor association Most are "vertical" associations representing an indu trial sector: pulp and paper, trucking, furniture, clothin But some are "horizontal" associations, like the Queb branch of the Canadian Manufacturers' Association the Montreal Board of Trade. One even finds amo the Council's affiliates the Quebec Federation of Cath lic School Boards, whose members are evidently publ administrations. The CPQ is financed through contrib tions; its financial statements are not made public.

This new organization set up by Quebec employers the first of its kind in North America. To be sure, t main industrial sectors in the United States have fou it useful to support associations—those famous lobbi that often have a crucial influence on U.S. policy. B they have never felt the need to merge in a nation-wi employers' federation.

Journalist and economic analyst, Claude Lemelin is a frequent contributor to CBC public affairs programs as well as to the daily and periodical press. He has been economic correspondent for Le Devoir and for Présent, Radio Canada's daily public affairs program.

The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.

t is easy to see why: for a host of reasons, the consensus ecessary for the establishment of such an organization vould have been so limited as to be insignificant; and he organization's activity would have been restricted o episodic representations of a very general character.)ne need only mention the sheer size and diversity of he American economy, the type of labour legislation hat applies south of the border, the nature of U.S. conomic policies, the permeability of a decentralized olitical system that the prevailing ideology makes high- sensitive to the influence of pressure groups. And f course, the main employers' organizations, even the arger individual firms, often undertake to defend the nterests of the business community as a whole—and his, in a country where the legitimacy and even the rimacy of business interests have never been seriously hallenged.

he "miniature replica syndrome" that typifies the Ca- adian economy in relation to the U.S., together with ie similarity of socio-economic environments, have so ar given rise to a parallel evolution in Canada. And ecentralized jurisdictions in matters social and econom- have reduced even further the usefulness of a country- ide employers' federation.

o be functional in Canada, such an organization would bviously have to be a confederation of provincial fed- rations. This has been recognized by employer associa- ons in most industrial sectors. This being said, how an we account for the fact that the first federation of mployers' associations was established in Quebec?

irst of all, it must be pointed out that French-speaking usiness circles are more aware of European experience n economic and social matters than their En- lish-speaking confrères. It is not a mere fluke that **the roject of Le conseil du patronat was conceived and romoted mainly by the Centre des dirigeants d'entre- rise, a French-speaking employers' association whose iembers show a social concern that is shared by only minority of employers.**

t so happens that, in most European countries today, mployers' confederations are respectable institutions hose status and functions have long been recognized y governments and unions alike. Hence, Le conseil ational du patronat français (CNPF) is closely asso- iated with the development of French economic poli- ies; it participated fully in the negotiation of the May 968 Grenelle agreements, which put an end to the eneral strike then paralyzing France. Similarly, the Confederation of British Industries (CBI) meets with government and union representatives on the National Council of Economic Development, but this by no means hampers its criticism of the Wilson Government's economic policies—particularly those related to investment, wage control and labour relations.

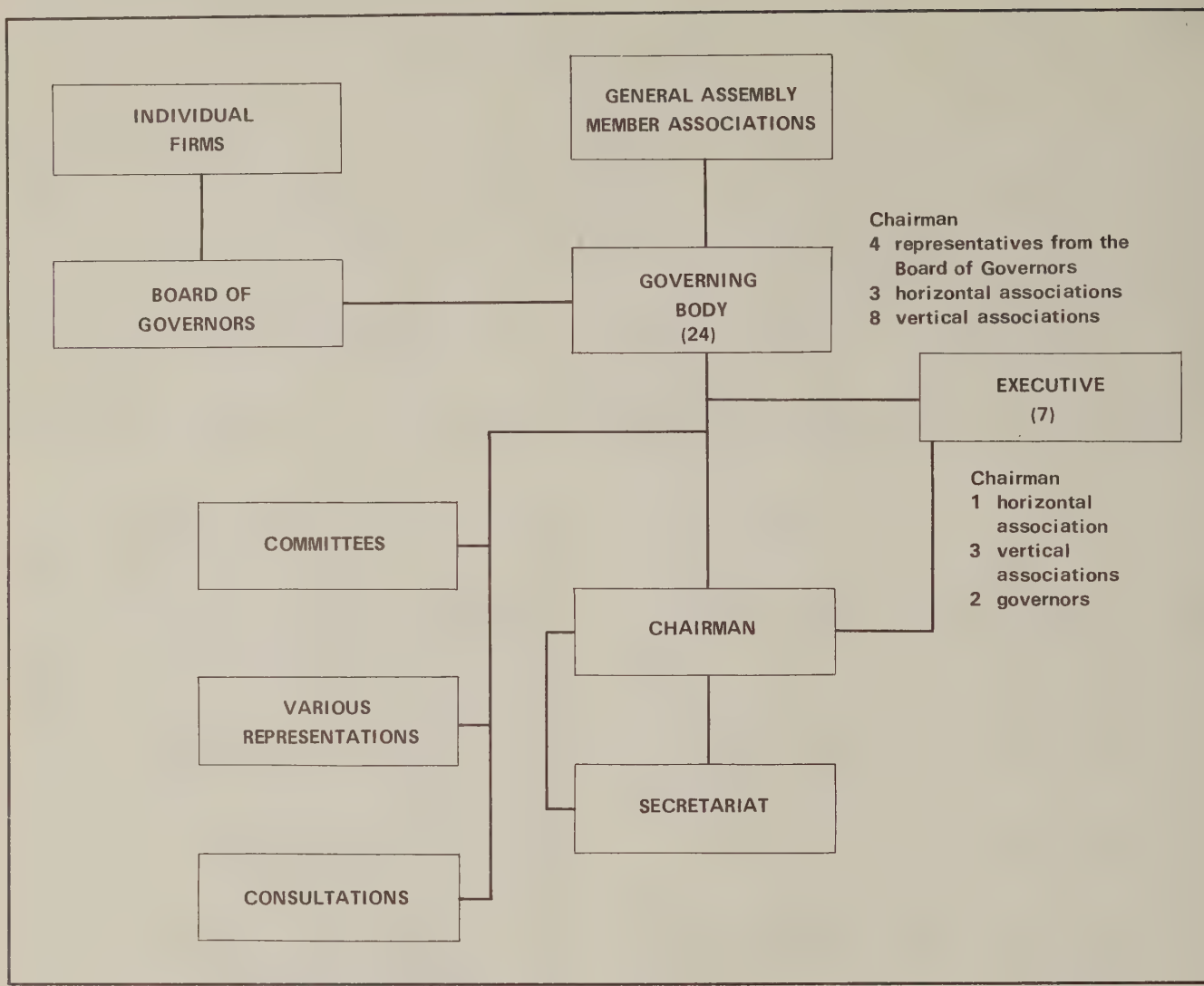
Most impressive, of course, is Sweden's Arbestsgivare- foreningen. With the establishment of nation-wide collective bargaining, the S.A.F. has become an institution that is essential to the smooth running of the economy. Swedish employers and trade unionists jointly administer the wage policy of the nation; they determine the general trend and even administer to some extent the government's manpower policies. The Arbestsgivare- foreningen has become so involved in these tasks that other regular functions of an employers' confederation—representation of employers' interests, lobbying, research, and information for member firms—have been entrusted in Sweden to another organization, the Industrieforbund.

On the whole, the European experience has shown that, in a middle-sized economy, the employers' confederation can be an effective tool for promoting employers' interests. And the Swedish arrangement has evidenced that, under certain circumstances, institutions of this type can greatly facilitate the management of the economy.

But other factors have made for the establishment of an employers' federation in Quebec. Thus, the Quebec Government has made it a practice in recent years to consult Quebec employers on specific projects, or through institutional machinery like the Superior Labour Council (now replaced by the Advisory Council on Labour and Manpower), the Superior Council of Education, or the Economic Advisory Council (to which the Planning Council will shortly succeed). But, each time, the Government was unable to find a single spokesman or representative for all employers, and it has repeatedly voiced complaints about this situation.

Moreover, the business community in Quebec is less homogeneous than in the rest of the country, partly because it is made up of a French-speaking group and an English-speaking group (the latter the overwhelming majority), but also because the allegiance of English-speaking employers to Quebec is less deep-rooted than that of their French-speaking colleagues. **A management council that could bring these two groups together would buttress the influence that French-speaking employers have in government circles with the consider-**

Plan of Le Conseil du Patronat du Québec



able economic power of English-speaking employers, while at the same time enabling the latter to become better acquainted with the economic interests of Quebec.

Finally, while groping for a policy of economic development, the Quebec Government has, in recent years, ventured into untrodden paths. For example, it has established several public or joint business enterprises, set up an economic planning bureau, and put forward two investment incentive programs. This could no more leave Quebec employers indifferent than the reform of labour legislation, which is on the verge of completion.

One can hardly be surprised, then, if Le conseil d patronat du Québec is intended to be first and foremo the spokesman of employers before Government. Th representation would become effective in two ways: CPQ representatives would sit on permanent or temp rary advisory committees, together with union represe tatives; and 2. The CPQ would enlighten both the Go ernment and the general public as to the opinions a references of a majority of Quebec employers on curre issues and public policies. Since it began to operate January 1969, the council has issued about 20 pr releases. Three of these were statements of principl The first set out the council's position on labour re tions; the second declared that management has a mo obligation to provide advance notification of layoff; a the third urged employers to comply with the requi

ents of the Minimum Wage Act. Moreover, **the CPQ eemed it necessary to adopt a definite position regarding ertain events in the field of labour relations—for exam-e, strikes in the construction industry, negotiations in ie hospital sector, and illegal stoppage of work by Iontreal policemen and firemen.**

he council also expressed opinions on political issues. submitted a brief to the Gendron Commission of nquiry on the status of the French Language in Quebec, nd it castigated the Ligue pour l'intégration scolaire r refusing to do likewise. The CPQ stood up for McGill niversity during the famous demonstration against that stitution; it supported Bill 63 to promote the French anguage in Quebec when it was submitted to the ational Assembly by the Bertrand Government; and supported the prohibition on demonstrations issued the Drapeau-Saulnier administration in Montreal.

he council has not yet seen fit to take a stand on ny aspect of Government economic policy, how-ver—with the exception of the unions' rejection of the ause proposed by the federal Prices and Incomes Com-ission, which the council deplored. The CPQ's public ctivities have been parallelled by a certain amount of ings-on behind the scenes. Its executive, for instance, as participated in several series of consultations, par-cularly those preceding the enactment and implemen-tion of the new labour legislation in Quebec.

o doubt the CPQ will rapidly develop into an effective ructure for representation and lobbying on behalf of uebec employers. It is obviously too early to estimate ie new organization's significance, even on a provisional asis. The council has yet to retain the services of a enior economic advisor; and the research and informa-on centre it hopes to make available to employers is ill at the planning stage of development. It remains be seen, therefore, whether the set-up and the means vailable to the CPQ will enable it to achieve the ambi-ous goals set by its President and Director General, harles Perrault.

brief, Mr. Perreault would like the council to become agency for social change, rather than a bulkwark of ie status quo. Like trade unions and other progressive rces in society, Le conseil du patronat would not be tisfied to leave the solution of socio-economic prob-ms to the tender mercies of the market place or "free nterprise," with all the economic and social costs this volves. Rather, the CPQ would propose new and fferent arrangements, untried solutions—in short, it ould widen the scope of alternatives.

Public intervention would thus be based on a healthier constellation of interests, for the compromise would take place between two flexible bargaining positions, rather than two inflexible extremes of the "industry-should-be-nationalized" and "industry-should-not-be-touched" schools of thought. In this way, **employers would no longer have to engage always in rear guard action; and a more enlightened management would undoubtedly foster the reconversion of declining industries, the establishment of a selective policy of industrial development, and similar government intervention.**

But, to achieve these goals, the CPQ would have to acquire an existence separate from that of its component associations. The council might find it relatively easy to arrive at an agreement on a series of statements of principles; but obtaining a mandate to negotiate from a conglomeration of Quebec employers, with the freedom of action this would require, could prove much more difficult. If the council was compelled always to negotiate on the basis of positions unanimously supported by employers, if it could not compromise on its own initiative, then, despite the efforts of its executive, the Council would forever be damping down efforts at progressive reform, and forever keeping alive a reactionary image of employers.

The Council's existence at present is based solely on the good will of member associations; it has no function other than that of reflecting a consensus among employers. What will happen when the majority is in doubt? When the consensus is out of reach? It is difficult to see what pressures the executive could exert, what penalties it could brandish so that a rebellious association would fall back into line.

With the passage of time, the council will naturally strive to become increasingly useful and even indispensable to its members. Not content to remain merely a spokesman, it will want to render various technical services, and it may also get some mileage out of meting out support to member associations—on the basis of the postures they adopt within the movement.

The prestige the CPQ could eventually acquire with government, pressure groups and public opinion might become a precious asset for its executive. The same applies to the intermediary functions between business and government economic services that the Government may entrust it with. **But it is through participation in a province-wide collective bargaining process that the council could most easily acquire a certain autonomy, an existence independent of that of its member associations.** Unfortunately, there is no such machinery in Quebec. The CPQ obviously cannot set up one witho the agreement of its members; and because of the s cio-economic environment, it is not certain that su machinery would be useful in the province.

It will be agreed, however, that Quebec's extreme decentralized collective bargaining system, like that Canada as a whole, has not yielded results that ensu its immutability. We can therefore hope that the esta lishment of Le conseil du patronat du Québec—a the rise of similar employers' organizations elsewhe in Canada—will eventually enable labour and manag ment to develop a more coherent and comprehensi system of industrial relations than exists at present.

The second part of this article, an interview with t Council's President and Manager, Charles Perrault, w appear in the April issue of The Labour Gazette.

What solutions can we offer?

The labour movement in Quebec has been by-passed y events and outdistanced both on the left and on the ght by new ways of thinking and acting. It has been aralyzed by internal differences and neutralized by con-adictory external pressures. What action can we pro-ose as an alternative to that of the new prophets of cial animation, to the ever-ready challengers within e education system, to certain adventurers within the ade union movement? What solutions can we offer the problems of poverty, unemployment, inflation, ationalism, and language. We must come up with our vn answers if we are not to fall behind."

hese opening remarks of Quebec Federation of Labour resident Louis Laberge reflect the concern with which me 700 delegates approached the issues facing them the 11th annual convention of the QFL, held in uebec City from November 19 to 23, 1969.

ne of the major issues dealt with by the delegates was e language question. The convention was held during e last days of a period of great turmoil, when the ational Assembly was debating Bill 63 on language ghts. After heated debates, and despite a warning from resident Laberge that the Federation could not take stand on issues not directly related to workers' interests vithout betraying our true vocation," the delegates assed a resolution advocating French as the working nguage in the province. The final resolution reflected, ith only one change, the original draft submitted to elegates. The amendment states that immigrants to uebec should be required to send their children to rench-language schools, but it deletes that part of the itial draft which reads: ". . . until their parents or those cting in their places have acquired Canadian citizen-ip."

The resolution castigated the Quebec Government for submitting the Bill without prior consultation. The draft resolution was based "on the principle that French must become the normal and general language of work at all levels of economic activity in Quebec," and it asked, among other things, that the Quebec Labour Code be amended "to give certified unions the choice of the language for bargaining, drafting, or policing the collective agreement." The resolution asked also that French public schools teach English as a second language, and that English public schools continue in operation, but that they be asked to teach French in a way that would enable students to become fluent in the language.

Another contentious problem facing the delegates wa the application for reinstatement by the Internationa Brotherhood of Teamsters, which has 10,000 members i Quebec. The Teamsters were excluded from the Cana dian Labour Congress and the QFL in 1958. The mai reason for the application was that Bill 290, passed b the National Assembly, requires that unions represen ing workers in the construction industry be affiliate with either the QFL or the CNTU. The resolution a lowing re-admittance was first defeated and later passe unanimously after a discussion of the constitutiona implications of admitting a union that has been su pended or expelled by the CLC, and after passage o an amendment to the QFL's constitution that provide for admission into the Federation of a union not y affiliated with the CLC.

During the convention, the delegates were presente with six working papers for discussion by each of th convention's committees. The papers included: an ana ysis of the Quebec Pension Plan and Supplement Pension Plans Act; a study of labour councils and the objectives; a study of the guaranteed minimum incom a study of housing; an analysis of the position of trad unionism; and a study of economic planning.

The convention called on three other major provinci labour groups and a financial co-operative to consid the possibility of a merger with the QFL. The Federa tion's executive issued the invitation to the CNTU, th Quebec Teachers' Corporation, the Catholic Farmer Union, and the Mouvement Co-operatif Desjardins. Th resolution asked that the other groups hold membershi votes on the proposal. The potential membership of suc an amalgamation is more than 600,000.

After elections held at the end of the convention, th 1970-71 QFL executive was announced: Louis Laberge President; Fernand Daoust, Secretary-General; Jea Gérin-Lajoie, René Rondou, Marcel Raymond, Sa Linds, Jacques Brûle, Jean-François Laroche and Robe Dean, Vice-Presidents.

Among other resolutions passed by the convention we the following:

Québec Federation of Labour

Réal Mireault, René Rondou, Father Gérard Dion, Jean Gérin-Lajoie

that the QFL be reorganized so that the Federation can play a greater role in social and political matters through workers' councils and trade union locals;

that the QFL work toward ensuring minimum financial security for all citizens, and a "consumer equality" that would not necessarily be an equality of income, but rather a means of ensuring a livelihood for those who lose their jobs;

that the Quebec Government abolish wage differentials based on age, and amend the Employment Discrimination Act to protect older workers;

that municipal by-laws be amended to allow all citizens 18 years of age and older to vote and be eligible to hold municipal office;

that any rate increased by Hydro-Québec be justified before the Québec Board of Transport;

that a provincial lottery be established to help finance Quebec's social service;

that industrial accident compensation be adjusted each year to allow for rises in the cost of living;

that piecework be abolished for forest workers; and

that the QFL take the initiative in urging the formation of an inter-union common front on economic planning that would exert pressure for the establishment of a Québec planning and development board.

The Eskimo as conservationist

"No Eskimo group has had so much attention and money lavished on them as have the Whooping Cranes," says Jim Lotz, Research Professor, Community Development, and Associate Director of the Canadian Research Centre for Anthropology at Saint Paul University. Ottawa. The following has been extracted from a paper presented by Prof. Lotz at a conference on Productivity and Conservation in Northern Circumpolar Lands, held at Edmonton from October 15 to 17.

So much nonsense has been written about the Canadian Eskimo that it takes a great deal of temerity or ignorance to launch yet another idea aimed at aiding these traditional peoples of the tundra regions. In the past 15 years of accelerated cultural contact, the Eskimo has been romanticized, patronized, commercialized and—finally—bureaucratized. In Alaska, Eskimos are alleged to ask: "Who is your anthropologist?" It always comes as a shock to non-Canadians to learn that Canada's Eskimos number only about 15,000.

The Eskimo in Canada has given rise to a veritable research industry. Their language has been dissected, their graveyards excavated, their kinship systems unravelled, their adaptability studied, their problems probed. But the field seems to have been almost worked out now for a number of reasons. With a small population, only a certain number of studies can be made. The simple, descriptive studies have been done; skilled specialists are now needed for an understanding of complex problems. Research cannot continue indefinitely.

The other reason for the exhaustion of research possibi ities among Canadian Eskimos is that there has bee little pay-off for the people on whom the research ha been done. Anthropologists and others have done great deal to alert government officials to the real di mensions of the "Eskimo problem." Those social scien tists who have been accepted by the Eskimos hav assisted these people to understand the limits of th possible. The work done by the Northern Science Re search Group of the Department of Indian Affairs an Northern Development in their Mackenzie Delta Re search Project has been quite outstanding. But **too muc Eskimo research has resulted in an accumulation o research reports, theses, and papers.**

Canada's northern development policy to date has bee equated with the exploitation of mineral resources These are located in very specific areas. Any minin or oil development in the Arctic will involve a tota approach to resource development. It will not be enoug to open a mine, rip out the minerals and then leav the land and the people wounded. But for every north ern "developer" of the exploitive type, there seems t be, in Canada, a northern "conserver." If the eyes o the developer see numerous mines springing up in th tundra and oil pouring forth at the tap of a rock, th conservationists worry about the birds and the vegeta tion.

White "outsiders" have a curiously ambivalent attitud toward the North. What they seem to ignore is tha they are strangers in a land in which the Eskimo ha

ved for a long time. They also seem oblivious to the ct that both mineral exploitation and conservation can e parts of the same holistic approach to development, nd that these aspects can be complementary and not mpetitive.

seems obvious that the Canadian Mining Industry as distinct from fly-by-night operators—is showing ncern for the ecology of its mining areas. And the nternational Nickel Company actively promotes refor-station. It is less the large mining companies that we ould worry about than the small operators who try clean up and clear out.

he North provides instant feedback, and the warning gns are now flashing vividly. It seems obvious that ie Canadian North is not the American West; it cannot and an incessant assault upon its ecology. But it is y intention to comment on the human damage being one, and to suggest possible ways of resolving some f the problems of the land and the people.

A linear, reductionist approach has been suggested for solving the Eskimo problem. The general logic seems to go this way. The Canadian North is a mineral-rich area. There is very little else on which to build an economic base for development. Therefore the Government must aid those who wish to mine the North. The mines will need labour. The Eskimos live in the North. They will provide a source of labour for the mines. They must be educated and trained to work in northern mines. This will be done by southern Canadians who do not speak Eskimo and whose education seldom includes any grounding in anthropology.

While not denying that mining offers possible options for Eskimo employment, it does seem as if the Government, in pushing for jobs for Eskimos, has run into a blind alley. In 1968-69, the Department of Indian Affairs and Northern Development stated that its policy for northern employment was to ensure that, by 1978, 75 per cent of all government jobs in the North would be held by northerners. But even a brief glance at the qualifications needed for positions in the rapidly ex-

panding Northwest Territories Government will raise doubts about the validity of the Department's suggestions. **All seem to require university graduation, specialized skills and wide experience—qualifications that few northerners, and no northern native peoples possess.**

It is to be hoped that, in their search for possibilities for Eskimo employment, the Department does not neglect the idea of creating careers in occupations that are healing and integrative, and not merely exploitive or of a service nature. Instead of painting the Eskimos into an industrial corner, the Government can outline areas where careers could be developed that are meaningful to young Eskimos. It is among the young Eskimos that the need is most acute for meaningful employment.

Any employment in the future must have a number of characteristics. It must carry status. It must be science-based, and open-ended in the sense that it must involve the learning process as an integral part of daily operations. It must be restorative and recreative in the sense of determining new ways of developing and expanding a person's potential. The opportunities should be integrative and self-actualizing, helping the person to understand the complex realities of his own being and of the external environment.

If there is a need to heal and care for the tundra, there is also a need to heal and care for the tundra people—not in a veterinary-hygienic way, but in a genuinely scientific and humanistic manner. Any conservation efforts could and should involve Eskimos—young people working with the conservationists, learning with them through doing those monotonous jobs that are part of the process of scientific training. Older Eskimos could provide logistical support, and the old people, now sitting on the sidelines of life, could be involved by telling what the land was like. In this way, old and young could contribute to the healing process, one providing the muscle, and the other the mind.

If funds are to be invested in northern development in the future, they can best be spent, not on roads or on dubious economic ventures rationalized as attempts to "develop" the country that result in benefits to a favoured few, but on training young Eskimos in the skills of conservation. Each year, the Department of Indian Affairs and Northern Development faithfully budgets $10,000,000 for roads in the Territories. A small part of one year's road budget spent on training young people in the techniques of conservation would have a

James Lotz

higher pay-off in every way. The land would suffer les and young Eskimos would have access to a wider ran of opportunities and possibilities than in the minir industry and the government. Their knowledge and the skills would be welcome anywhere in the world, for th North is not the only place suffering from ecologic damage under the impact of exploitive development.

Careers in conservation would make Eskimos mobile— they wished to stay in the North, they could do so. they wished to travel, and to live "outside," they cou do this too. **Their skills and their knowledge would b portable, just as they were in the old days, when a ma could carry little on his back in the tundra, but muc in his mind.**

In conservation and like pursuits, working with scie tists, young and old Eskimos could come together wi other Canadians in the relationship of equals th science involves. All would learn from each other an enrich each other's understanding of the limits of th possible in that strange land at the world's end—th Canadian Arctic.

Flawed but flourishing

Spiralling inflation and industrial strife emerge as the principal flaws marring the Canadian economic picture for 1969, according to the yearend review by the Minister of Industry, Trade and Commerce Jean-Luc Pepin. In an otherwise optimistic overview of Canadian economic activity in 1969, and an even healthier prognosis for the seventies, Mr. Pepin drew special attention to the restraints placed on our economic growth and productivity by rising prices and industrial work stoppages. Canadian business activity, for example, advanced at a moderated pace in the latter part of 1969 compared with its previous surge. The slowdown was partly caused by work stoppages. Growth in manufacturing production was hampered also by strikes in the primary metal industries. The price picture reflects an even graver problem. According to Mr. Pepin, price increases generated within our domestic economy constituted serious obstacles to Canadian trade and industrial growth, as well as to our general economic performance.

In spite of these mitigating forces, however, 1969 emerges as a year of significant economic achievement for Canada. Our Gross National Product rose 9 per cent from 1968 to 1969, with at least half of this increase representing real output growth. New export gains and renewed growth in business investment contributed greatly to the further expansion of production and employment. Total employment itself rose by 3 per cent in 1969, and unemployment was running at a little more than 5 per cent of the labour force in the concluding months of 1969. Per capita disposable income, in real terms, increased only moderately, Mr. Pepin said.

The export-import picture also indicated a stride forward. Canada's merchandise exports increased by nearly 10 per cent in 1969, about in line with the growth in world production and trade. The annual value of Canadian exports is now almost $15.000,000,000, having more than doubled in the past six years.

Regionally, the outstanding feature of Canadian trade in 1969 has been the continuing strong growth in sales to the United States. Exports to this market were up 16 per cent in 1969 from 1968. Commonwealth countries have about maintained their last year's level of purchases, while exports to Japan and the European Economic Community did increase somewhat in 1969.

Canadian imports grew sharply in the past year, even more than exports, with the merchandise trade surplus declining by about $500,000,000 from the record $1,200,000,000 achieved in 1968. This narrowing in the merchandise trade surplus, compounded by a higher deficit in the service sector, resulted in a Canadian deficit on all current transactions that was well above 1968. But it compares favourably with our performance over the last decade.

What is there in store for Canada's economy in the seventies? According to Mr. Pepin's prognostications, **the Canadian economy is proceeding with considerable forward momentum. The underlying expansive thrust in the economy is reflected in the renewed growth of business capital spending in 1969, following two years of approximately level outlays.** A recent survey of capital spending intentions indicated that large companies plan to spend 14 per cent more on new capital facilities in 1970 than in the preceding year. The evidence at hand suggests that total capital outlay in 1970, both public and private, is likely to provide significant forward impetus to the economy, without placing excessive demand pressures on capital goods-producing industries and other investment resources. Meanwhile, indications of a continued upward trend of personal incomes will provide the basis for continued growth in consumer spending. Although our export strength is bolstered by some important elements, the 1969 gain of $1,250,000,000 in total exports will be difficult to match in the face of easier demand conditions in the U.S. and slower growth in the world at large, Mr. Pepin noted.

In these circumstances of intensified world competition, contends Mr. Pepin, it becomes increasingly important to halt the erosion of Canada's competitiveness resulting from the continuing upward movement in costs and prices. Between 1968 and 1969, industry selling prices in Canada rose 3.4 per cent while consumer prices and the price component of the Gross National Product each rose by about 4.5 per cent. Although industrial productivity in Canada continued to improve in 1969, most income rate increases exceeded the improvement in national productivity by a considerable margin, the inevitable consequence being upward cost pressures and escalating prices. Mr. Pepin said in his review that the Government is trying in every way to contain the rise.

Canada's potential for growth in the decade ahead is vast and dynamic, if we can come to grips with such problems as urban growth, pollution, and the need to achieve for poor people, weak industries, and lagging regions, a fuller participation in the mainstream of Canadian development, Mr. Pepin said. Success in these endeavours depends, of course, on the sustained and balanced growth of the economy as a whole.

Book reviews

Labour legislation

Labour Relations Legislation in Canada, by Eileen Sufrin; Canada Department of Labour; Queen's Printer, Ottawa; 180 pages; $3.50.

A basic principle of the Canadian system of labour relations is that a trade union may represent the employees in a unit as their bargaining agent in relations with their employer if, in the unit appropriate for collective bargaining, a majority of the employees are members of the trade union. This right is secured by the system of certification of bargaining agents.

The legislative requirements of this and other provisions of labour relations legislation in Canada are described in this study, compiled for the Legislation Branch of the Department. The book contains the first three parts of a projected series on the topic, and describes: the certification of bargaining agents; rights of association, unfair practices, union security, and redress of unfa practices; and the settlement of industrial disputes. draws upon references to decisions of labour relatior boards and reasons for judgment in court cases to illus trate the effect of the legislation in application to partic ular situations. **To examine the extent and nature c government intervention in labour disputes, Mrs. Sufrin of the Economics and Research Branch of the Depart ment, draws upon the reports of administrative authori ties and the data collected in the Department on settle ments reached in the years 1960 to 1964 by the large negotiating units.**

A fourth part of the study deals with judicial reviev of the decisions of labour relations boards, which ha already been published as a separate booklet (L. G. Aug. 1969, p. 446). Written by Jan K. Wanczycki, a that time of the Legislation Branch, it describes the nature and characteristics of the boards, their jurisdic tion, their powers to make decisions and to issue orders and the grounds on which such decisions and orders may be challenged in court.

A fifth part, yet to be published, will deal with categorie of employees who have been singled out by legislator for special treatment, either under separate legislatior or by provisions of the labour relations Act applicable only to that category. It will compare the legislative provisions that have been adopted for these specia groups with the system in effect for other employees and will also describe measures to deal with emergency disputes and disputes in essential services.

Certification procedures were introduced in postwar la bour legislation in Canada to minimize disputes ove union recognition, and to stabilize representation rights during the initial period of the union's existence as bar gaining agent. The legislation links, to the bargaining rights and obligations that flow from certification, the binding effect of collective agreements to which the certified unions are parties. In some jurisdictions certification is a prerequisite to legal strike action.

Another major objective of certification requirements is to ensure the representative nature of the union as far as the employees are concerned. To achieve certification, not only must the trade union initially acquire the support of a majority of the employees, bu it must also maintain their support thereafter, or face the possibility of decertification and the consequent loss of bargaining rights.

The Canada Labour Relations Board is responsible for the certification of bargaining agents with respect to units of employees governed by the Industrial Relations and Disputes Investigation Act. In each province, a labour relations board carries out a similar function. The administration of this function forms a major part of the work of the boards and their staffs.

The boards have exclusive powers to determine matters such as: Who is an employer or employee for purposes of the acts? Is an organization a trade union and, if so, who is a member in good standing? What constitutes a unit of employees appropriate for collective bargaining? Have the bargaining requirements of the statutes been met? Is a collective agreement in effect?

After World War II, a positive emphasis was placed on the role of trade unions in society by the enactment of provisions for rights of association, together with procedures for the certification of unions and rights for collective bargaining. Such provisions had been among the measures adopted under emergency powers during the war to govern labour relations.

With the rapid growth of unions in Canada during the war years, the need for legislation to protect employees endeavouring to organize became apparent. Most Canadian labour relations statutes now contain a general declaration of the rights of both employees and employers to form associations to advance their respective objectives; all acts set forth limitations on employers, and on employees or their unions, about interference with each other's rights. **Violations of the prohibitions are termed "unfair labour practices" or simply "unfair practices."**

The report makes a comparison of the rights of association, unfair practices and union security provisions in all statutes. Certain basic concepts of unfair practices that involve discrimination in employment or intimidation are common to all statutes.

In some jurisdictions, however, there are concepts covering a miscellany of other unfair practices. Because procedures for redress in cases of unfair practice differ in the statutes, it becomes significant whether or not certain actions themselves are classed as "unfair practices" or as a general violation of the Act concerned, particularly where the initial enforcement procedures involve filing a complaint with the labour relations board. It is in the initial stages of union organization, before the achievement of compulsory recognition and bargaining rights (derived from certification), that employees frequently need the protection given by the unfair practice prohibitions.

Although the basic principles that the Wagner Act enacted in 1935 in the United States are found in Canadian provisions governing rights of association, the controversy over union security in Canada has been largely confined to the bargaining table; it has not resulted in legislative restrictions such as those of the Taft-Hartley Act in the United States.

Although collective bargaining relationships are now well established in most major industries in Canada, in 1964 there were only about 1,493,000 trade union members—about 29.4 per cent of non-agricultural paid workers. Large numbers of white-collar employees in offices and most retail and financial establishments, as well as most employees in small firms across the country, still remain unorganized.

No extensive work drawing together the experience with unfair practices in the various jurisdictions seems to have been published in Canada. The statistical references and illustrative cases used here have been selected from sources such as annual reports of labour departments or bulletins issued by labour relations boards. **It is apparent from the incidence of complaints, particularly in the more industrialized provinces, that a need continues for the legislative safeguards to freedom of association—especially for the individual employee.**

The report goes on to compare the statutory provisions for settlement of industrial disputes that arise either during the process of negotiations for a collective agreement or during the term of the agreement. Some Acts contain special provisions for dealing with disputes that involve employees of the public utilities, hospitals and school boards, the municipal police and firemen, and like categories; in other jurisdictions, such disputes would be regulated by separately enacted legislation. No evaluation of the success of the statutes in achieving their objectives is intended, although reference has been made to some studies in which conclusions on the effectiveness of various forms of dispute settlement legislation have been formulated by the authors. Where included here, the statistical information is given to indicate the scope of government intervention.

The original concept of labour legislation as enacted in Canada at the turn of this century still predominates in general. At that time, the objective was to reduce to a minimum the number of work stoppages by compulsory conciliation of industrial disputes, and this re-

mains in the provisions of most acts. There have been a number of significant changes, however, in the approach to compulsory conciliation in some provinces. **Since World War II, the area of industrial disputes has been substantially reduced by enactment of legislation concerning compulsory recognition of trade unions by certification procedures, rights of association and unfair practices, as well as by wide enforcement powers vested in the labour relations boards.**

It would require a historical study of each labour relations statute to trace the changes since the war, as there have been many amendments introduced, and in Quebec in 1964, a number of statutes replaced by an entirely new code. Some provinces have increased government regulation of labour affairs, while others have moved toward less intervention. Within a rapidly changing economic environment, and in an area as fluctuating as industrial relations, it can be expected that experimentation with new approaches to dispute settlement will continue.

Considering the complexity of modern labour-management relationships, it is obvious that any definition of an industrial dispute has to be in very broad terms, for hundreds of situations can give rise to a dispute. **In determining wages and working conditions through collective bargaining, an area that occupies the centre of the stage and is still likely to do so in the foreseeable future, no acceptable criteria have been found for reconciling the conflict of interest between labour and management.** Each such dispute has to be resolved by compromise either before or after work stoppages.

In considering the settlement of industrial disputes, the book deals with the types of disputes that develop during the process of collective bargaining (interest disputes), as well as during the term of a collective agreement (rights disputes), from the viewpoint of legislation dealing with them. Thus, it is well at the outset to see how the various statutes define an industrial dispute.

In the federal Act, a dispute is defined as: "any dispute or difference or apprehended dispute or difference between an employer and one or more of his employees, or a bargaining agent acting on behalf of his employees, as to matters or things affecting or relating to terms or conditions of employment or work done or to be done by him or by the employee or employees or as to privileges, rights and duties of the employer or the employee or employees." Identical or similar terms are also used to define an industrial dispute in the six provincial acts.

The Saskatchewan definition refers to "trade union" rather than to "bargaining agent"; also, the union is placed on the same footing as employees with respect to disputes over work to be performed, privileges, rights and duties, or conditions of employment.

In Alberta, the general definition of a dispute pertains to the same matters as that of the federal act, but it also states that a dispute is one between an employer and "a majority of employees or a majority of a union or classification of employees" in contrast to "one or more of his employees." (Complaints under unfair practices, Sec. 76-81, however, may involve a single employee.) The general definition is followed by a list of particular employment relationships or situations that may be the subject of disputes. The list includes any form of remuneration paid for work performed; the sex, age, qualifications or status of employees; the mode, terms, hours and conditions of employment; the employment of children or a person or class of persons; the dismissal of or refusal to employ a person or class of persons; any claims of whether preference of employment should or should not be given to persons "being or not being members of labour or other organizations, British subjects or aliens"; any bad workmanship or damage done to work; and "any established custom or usage, either general or in the particular district affected."

The Quebec definition distinguishes between "interest disputes" and "rights disputes" as follows: "A disagreement respecting the negotiation or renewal of a collective agreement or its revision by the parties under a clause expressly permitting the same" is termed a "dispute"; "any disagreement respecting the interpretation or application of a collective agreement" is termed a "grievance."

In the Ontario Act, an industrial dispute is not defined but it is clear from the dispute settlement provisions that the same types of disputes are referred to as in the other Acts.

From these broad definitions of a dispute, and the scope of application of the labour relations statutes in Canada the study notes, it can be seen that the legislation affects a very wide segment of employers and employees, both public and private, without distinction as to the size of the enterprise or consideration of the possible impact of industrial disputes on the economy in general, and involves in its implementation labour departments, labour relations boards, and public and private conciliators

Contrast in wages

Wages in Canada and the United States, An Analytical Comparison, by Allan Porter and others, Canada Department of Labour, Queen's Printer, 153 pages.

How does the average Canadian fare in terms of wage income relative to his American counterpart? Has the historical hiatus in national income levels between the two countries been spanned?

These viable concerns are only some of those brought out by Allan Porter and others in their analysis of **Wages in Canada and the United States.** The intent of the study, sponsored by the Economics and Research Branch of the Canada Department of Labour, is to depict wages in Canada and the U.S. from both a descriptive and analytic standpoint, as well as to compare wage trends in the two. Although the authors do not venture to explain wage differentials, they have approached the task of accruing, assimilating, and analysing income data in a comprehensive way, thus paving the route to better explanation and prediction.

The greater part of this study is devoted to an analysis of labour income in the form of wages and salaries. From this limited base, however, the study broadens into a review of labour income as a whole, as well as national income, and its apportionment to labour, investors, and owners of small businesses.

If you are baffled by the wage picture in Canada, or troubled by the thorny issue of U.S.-Canadian wage parity, then the findings underlined by this study should prove highly illuminating. If we move from the general to the particular, we discover, first of all, that **aggregate gross national product in real terms increased more rapidly in Canada than in the United States between 1947 and 1967.** If we next consider national income, we find that in current dollars, the Canadian rate of increase exceeded the American rate between 1949 and 1967. Per capita national income, however, was 43 per cent greater in the U.S. than in Canada in 1967, although it had been two thirds greater in 1947. A similar trend was noted for national income per worker.

Perhaps the major highlight of the study is the light it sheds on the traditional gap between American and Canadian annual labour income—i.e., average wages and salaries combined. The evidence suggests that this gap is yet remains unbridged. The study says that **average labour income in the United States exceeded that in Canada by 27 per cent in 1949, falling to only 26 per cent in 1967**—thus signalling virtually no change over an eighteen year period. The differential, however, has narrowed somewhat in manufacturing.

Comparison of the behaviour of Canadian and American hourly wages in manufacturing industries is particularly noteworthy. One feature underscored by the data is that in no instance between 1949 and 1965 was there an increase in the U.S. margin over the comparable Canadian wage. Another is the extensive variation in wage behaviour across industries.

Perhaps your preoccupation is with the degree of resemblance of the wage structures of manufacturing industries in the two countries? If so, then you should be interested in learning that the wages paid in a particular industry are similar, by and large, relative to wages paid in other industries in both countries. Moreover, between 1949 and 1965 the range of Canadian wages increased substantially, while that of the United States remained virtually stagnant. During that period, however, there was a definite, though not large shift of Canadian employment toward the lower wage industries and of U.S. employment toward the higher wage industries.

To conclude, let us look at their findings on regional and urban variations in wage behaviour. One implication suggested by the data is that if you are employed in manufacturing on the west coast in Canada, your wages are more in line with those of your American confrère in adjacent regions than if you are employed on the east coast. **The hourly wage differential in manufacturing proved to be highest, in fact, in the Atlantic region of Canada compared with the New England states, at $1.85 per hour and $2.56 per hour, respectively.** In British Columbia, on the other hand, the hourly wage averaged at $2.79 for all manufacturing industries, compared with $2.87 in the Rocky Mountain area of the U.S. and $3.16 in the Far West.

One further implication shown by the study, finally, is that large cities favour large incomes and small cities favour small ones. In Montreal, for example, wage earners in the manufacturing industries can expect to attain an hourly average of $2.05, while in St. Hyacinthe, Que., the average hovers around $1.59. Comparative figures were noted for the U.S. For example, in Buffalo, N.Y., a worker's average hourly wage was discovered to fluctuate around $3.21, whereas in Utica, N.Y. it falls to $2.62. The greater preponderance of large cities in the U.S. than in Canada is proffered as one explanation for wage incomes being higher in that country.

The economics of vocational rehabilitation

The proposition that the entire community benefits when a disabled person is retrained and reinstated in the work force is examined in the accompanying article. It was extracted from an address delivered on the occasion of the 50th Anniversary of the International Labour Organization by Norman E. Cooper, ILO Vocational Rehabilitation Officer.

The average cost of adapting a job for a disabled person is less than the average cost of recruiting a new worker and providing him with the barest initial training, says Norman Cooper, Vocational Rehabilitation Officer with the International Labour Organization. The following was taken from an address by Mr. Cooper on the occasion of the ILO's 50th anniversary.

During the early years of its existence, the ILO's main efforts in the field of vocational rehabilitation took the form of international standard setting. The first step immediately after World War I was the high-lighting of the vocational needs of disabled ex-servicemen. Subsequently, international standards covering vocational training, vocational guidance and employment were established for disabled workmen and disabled civilians. In 1955, the ILO Conference for that year brought together under one heading all previous standards for the disabled, by adopting Recommendation 99 that had far-reaching effects, not only for the ILO's own vocational rehabilitation program, but also for national rehabilitation programs throughout the world. Its whole emphasis is directed toward the integration of disabled persons into active economic life.

To illustrate the overall importance of an economically active disabled person, let us examine what his withdrawal from the labour force would mean to him, his family, the community and society as a whole. To th individual it could mean loss of earning power, loss c skill and experience and a position of dependency; t the family, there is a loss or reduction of income, in creased dependency upon others, and the cost and bur den of caring for a disabled family member. The com munity, too, is faced with the loss of the disabled worker' former contribution in skill and earnings, and may hav to assume financial and other responsibilities for hir and his family. For society as a whole, there is the los of a manpower unit and a taxpayer; there are also extr costs to bear for medical care and social welfare benefits and one more name is added to the list of non-produc tive persons in the state. The high cost of supportin such persons may well cause funds to be directed awa from development programs.

In several countries of the world, the economic valu of rehabilitation has been confirmed through experienc or active research. In Guatemala, for example, a reha bilitation service established with the assistance of ILO experts at the Institute of Social Security led to a sub stantial reduction in the average treatment time fo injured workers—from 203 days to 36.85 days over three-year period. Over the same period, the numbe of injured workers restored to full working capacity without the award of cash benefits, rose from 43 pe cent to 72 per cent.

The United States Department of Labor has estimate that for every dollar spent to rehabilitate a disable person, his lifetime earnings are increased by $35, par of which is paid back in federal and state taxes. As

urther striking example of the productive capacity of ne disabled in the U.S., it is estimated that the employ- nent of 100,000 disabled persons adds at least 500,000,000 a year to the gross national product.

n Sweden, a group of 125 severely disabled persons vho had completed treatment at the Swedish National ehabilitation Clinic were surveyed over a period of our years. Many of them were former industrial workers ith a long history of unemployment, and complex and hronic physical, mental, social and vocational prob- ems. The follow-up revealed that 59 per cent were roductively employed and about 15 per cent were orking in sheltered workshops.

An excellent example of the economies of rehabilitating n individual was provided recently by John McKenzie f the Office of Health Economics, London, in the pub- cation **Rehabilitation—October/December 1968.** It is ne case of "an unmarried man, aged 44, who has one eg amputated at the hip. We will assume that he is ndustrially insured and that the amputation results rom an accident taking place at his work. The result n medical costs amounted to £320 ($832) during the ear of his accident. Assuming his life expectation does ot change, and he does not die until he is 72, further irect costs of about £69 ($179.40) a year will be in- olved, or £1,860 ($4,836) over the period. If he is not rehabilitated and is unable to work again, he will receive total benefits of £11.5.0d. ($30) a week, that over the 20-year period during which he would have been working, will cost another £11,700 ($29,420). Thus the total direct cost to the community over the period, of one individual losing his leg in an accident at work, amounts to some £14,000 ($36,400). However, let us assume for the moment that he were to be retrained at a cost of £260 ($676), and that as a result of this he is able to earn a normal average industrial wage of £1,000 ($2,600) a year. If he works to 65 he will earn £20,000 ($52,000). **This will reflect not only in an improvement in his own standard of living, of £420 ($1,092) a year to say nothing of his emotional feelings of independence, but also in a positive saving on government expenditure of £580 ($1,508) a year."**

One of the best examples of an economically sound vocational rehabilitation program is provided by the invalids' co-operative type of organization that has been developed in eastern Europe. In 1965, the ILO and the Polish Government organized an inter-regional seminar in Poland for some 20 rehabilitation specialists from developing countries, the main purpose of which was to study in depth the organization, management and operation of co-operative workshops for the disabled within the Polish Union of Invalids' Co-operatives. Invalids' co-operatives in Poland date back to the period between the two World Wars when, on the initiative of war invalids, several labour co-operatives organized and financed their own employment schemes. Immediately after the last war, with such large numbers of disabled persons to care for, the invalids' co-operatives organization was rapidly expanded. **By 1966 the Union of Invalids' Co-operatives was responsible for 401 economically active invalids' co-operatives across the country, employing some 120,000 invalids, including 5,000 severely disabled persons in the co-operatives' sheltered workshops, and 19,000 homeworkers.** The main functions of the co-operatives are both social and economic, comprising: vocational rehabilitation and gainful employment of the disabled; social and medical care and development of cultural and educational activities among co-operatives members and their families; and economic activities.

Economic activity of the co-operatives includes a wide range of production work, industrial services, retail commerce, and, to a lesser extent, catering. Through this activity, the co-operatives contribute to the national income and help to satisfy home and export market

requirements. The co-ordination of the rehabilitation and economic functions of the co-operatives is planned with the aim of providing effective rehabilitation services for members at minimal cost and at the same time ensuring that economic activities are profitable.

Although the economic development of invalids' co-operatives undoubtedly owes much to generous state help, it is claimed that, even without such help, they would still be economically sound organizations. The system of state aid, coupled with self-help and initiative on which this economically successful co-operative scheme for the disabled is based, could well have meaningful application to countries that are about to launch national programs of vocational rehabilitation.

In the developed countries of the western world, it is not difficult to convince employers of the economic value of employing suitably trained and rehabilitated disabled persons. In developing countries, however, with their countless millions of unemployed and underemployed persons, public and charitable funds are very seldom available to meet the cost of launching a national rehabilitation program. In the past, governments have often been sceptical about the economic value of rehabilitation, and over-protective family attitudes or local tradition may result in the complete withdrawal of the disabled from active economic life. But independence for many of these countries has brought with it a new sense of responsibility, and a desire on the part of governments to improve living and working standards for all their people. Now, more than ever before, many of these governments are eager to implement work schemes for the disabled as well as the able-bodied, particularly if such schemes are self-supporting and in line with their overall economic development plans. The main emphasis of the ILO's vocational rehabilitation program in developing countries is now concentrated on introducing such employment schemes for the disabled in urban and rural areas. There are many ways of approaching the problems involved, but **by far the most successful and economical work-making project for the disabled in developing countries is the sheltered workshop developed within the framework of a small-scale industry or entrepreneurship setting.** The idea of segregating disabled persons in sheltered workshops rather than integrating them in a normal employment setting appears to cut across all accepted principles of vocational rehabilitation. Nevertheless, when open employment is not available even for many able-bodied persons, attempts must be made to create economical employment projects for the disabled alone.

Such a project is to be found in Ethiopia where a sheltered workshop, that ILO experts helped to establish, has been operating successfully for the past five years. In marked contrast to many sheltered workshops in the western world, this particular workshop is making a substantial profit; the wages of the 200 severely disabled workers—including 50 blind and 16 deaf—are not being subsidized; on the contrary, the average monthly earnings are almost twice the rate prevailing in the country for unskilled workers. In 1960, 610,536 umbrellas were produced, enough to meet the country's entire needs. **This is a work-making project that not only contributes substantially to the economy of the country, but also provides a good livelihood for some 200 disabled people and their families, many of whom formerly begged for a living or were entirely dependent on their families, friends, and the state for their very existence.**

The project—known as the United Abilities Company—was conceived by an ILO expert who was helping the Ethiopian Government establish a national program of vocational rehabilitation for the disabled. He ascertained that umbrellas, which were in demand in the hot, dry seasons as well as the wet, were all imported, and he realized that a locally assembled product would offer light, congenial employment for the disabled—employment that required a minimum of training and relatively inexpensive capital equipment. It was jointly sponsored by three voluntary organizations in Ethiopia that provided the inital capital that was used to purchase cloth, frames, and sewing machines; subsequently, they provided a further loan to establish the workshop on a firm footing.

To achieve the main aim of the project of making the disabled independent and self-sufficient, many social welfare problems had to be overcome, including: housing, transportation and medical treatment. These were problems outside the factory, and were satisfactorily dealt with by the social welfare officers of the sponsoring organizations. To illustrate the total rehabilitation that occurred, four severely handicapped men left the municipal beggar centre and were soon living communally in a house of their own, being completely independent on the wages they earned. In the experience of the company, once a man or woman had sufficient money, 75 per cent of the rehabilitation problems were solved.

The success of the project was virtually assured when the Government agreed to raise the tax on imported umbrellas that could not then compete in price or quality with the home-produced article. Distribution and sales points were established in markets and shops throughout the country, and within two years the factory was hard pressed to meet demands. The exact value of this enterprise to the country in economic terms is difficult to assess, but there was income tax revenue and savings on maintenance costs that were formerly paid to the disabled persons and their dependants.

The United Abilities Company is an economically sound enterprise run entirely by the disabled for themselves and their dependants. It is run on normal business lines just like any other factory under normal government regulations. Plans are being formulated to use the company's profits for an extension of its activities into an umbrella frame making unit and possibly dry-cell battery manufacturing.

It is evident that much more time and effort needs to be devoted to research into the economics of vocational rehabilitation, particularly in regard to cost-benefit analysis. The new science of ergonomics has also an important bearing on the subject, and a research study recently completed by the ILO reveals that the average cost of adapting a job to a disabled person is less than the average cost of recruiting a new worker and providing him with the barest initial training. In addition, the cost of adapting a job is further offset by the easing of the labour supply that frequently results, and by the benefits that accrue from retaining the services of a skilled disabled worker.

Price indexes

Consumer, December 1969

The consumer price index (1961 = 100) rose 0.4 per cent to 127.9 in December from 127.4 in November, and was 4.6 per cent above the December 1968 level of 122.3. Most of the December increase was due to advances of 0.8 per cent in the food index and 0.6 per cent in the housing index.

The food index advanced 0.8 per cent to 129.8 from 128.8, and was 4.3 per cent higher than a year ago. Higher prices were recorded for fresh vegetables, eggs and poultry. Higher prices for tomatoes, carrots, cabbage and lettuce contributed to a 6.1 per cent increase in vegetable prices. Egg prices advanced 8.5 per cent and reached their highest level since December 1966. The price of chicken rose 2.2 per cent; beef and pork prices were unchanged.

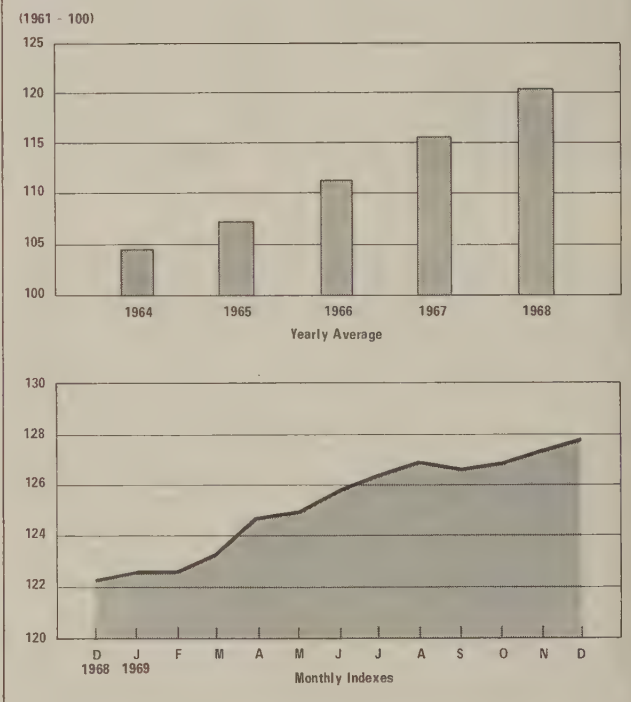
Among staple foods, the price of milk rose 0.3 per cent; bread and sugar prices were unchanged. Bakery and cereal products increased 0.5 per cent, and prices were higher for breakfast cereals, flour, cake mixes and some biscuits. Regular and instant coffee prices advanced, but sizeable decreases were noted for grapefruit, 8.8 per cent, California oranges, 5.4 per cent, and celery, 6.8 per cent.

The housing index increased 0.6 per cent to 127.6 from 126.9, and was 5.5 per cent above last year's level. Home-ownership costs advanced 1.9 per cent because of increased prices for new houses and repairs, and higher property taxes. Rent rose 0.3 per cent. Household operation costs were also higher, mainly because of increased prices for furniture, household textiles, floor coverings and household supplies. The price of fuel oil increased 0.6 per cent.

The clothing index advanced 0.1 per cent to 126.4 from 126.3. Increased prices for most men's wear and clothing services outweighed lower prices for women's and children's wear, footwear and piece goods. Dry cleaning and shoe repair charges rose about 2 per cent. Women's winter coats, wool dresses and suits were reduced from their November levels, and sale prices were registered for some yard goods and various items of children's wear.

The transportation index rose 0.2 per cent to 122.0 from 121.8. Prices were higher for gasoline and chassis lubrications, and the price of motor oil registered a marginal decline.

Consumer Price Index



he health and personal care index increased 0.3 per ent to 136.8 from 136.4. The price of men's haircuts ose 1.0 per cent, reflecting increases in Winnipeg, Saint ohn and some smaller cities.

he recreation and reading index declined 0.3 per cent o 128.1 from 128.5 as a result of seasonally lower agazine subscription rates. The tobacco and alcohol dex was unchanged at 126.3.

City consumer, December 1969

Between November and December, consumer price indexes rose in all regional cities and city combinations, the increases ranging from 0.7 per cent in Vancouver to 0.2 per cent in three other cities and city combinations.

Food indexes increased in all cities by at least 0.4 per ent, the largest advance being registered in Vancouver, where prices moved up 1.6 per cent. Housing and transortation indexes increased in all cities because of higher ents and increased prices for automobile operation. Lower magazine subscription rates were mainly responible for a decline in recreation and reading indexes. Health and personal care components increased in all ities except those in the Prairie Provinces, where there as no change. Tobacco and alcohol indexes remained nchanged.

Regional consumer price index point changes between November and December 1969 were: Vancouver +.9 o 121.0; Winnipeg +.8 to 126.2; Halifax +.6 to 122.6; t. John's +.5 to 120.5; Saint John +.5 to 122.0; oronto +.5 to 126.6; Ottawa +.4 to 125.8; Montreal -.3 to 123.1; Saskatoon-Regina +.3 to 121.6; Edmonon-Calgary +.3 to 123.5.

Wholesale, November 1969

The general wholesale index (1935-39=100) increased .1 per cent in November to 283.6 from the October ndex of 283.3 and was 3.9 per cent higher than the November 1968 index of 272.9. Three of the eight major roup indexes were higher and four declined. The reaining one, textile products, was unchanged at 256.7.

The iron products group index rose 2.1 per cent to 294.2 from 288.2 on higher prices for hardware, rolling mill products, tin plate and galvanized sheet, and wire. An increase of 0.4 per cent to 274.8 from 273.7 in the non-ferrous metals products group index reflected price increases for silver and tin. The vegetable products group index moved up 0.3 per cent to 237.8 from 237.1 on higher prices for sugar and its products, potatoes, and livestock and poultry feeds.

The animal products group index declined 0.7 per cent to 322.1 from 324.4 on lower prices for livestock, and fresh and cured meats. A decrease of 0.6 per cent to 382.4 from 384.8 in the wood products group index resulted from lower prices recorded for cedar, hemlock and spruce. The chemical products group index moved down 0.6 per cent to 222.0 from 223.3 on price decreases for soaps and detergents. The non-metallic minerals products group index declined to 210.1 from 210.2.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 1.4 per cent to 269.3 from 265.6 in the three-week period October 31–November 21. The animal products index increased 2.0 per cent to 355.4 from 348.3. The field products index rose 0.2 per cent to 183.3 from 182.9.

U.S. consumer, November 1969

The United States consumer price index (1957-59 = 100) increased 0.5 per cent to 130.5 in November and was 5.8 per cent higher than a year ago. **Higher prices for food, especially eggs and vegetables, were responsible for the overall increase across the country.**

The only major price category to show a decline nationally was transportation, which dropped 0.1 per cent. There were general increases in the cost of housing and in services. Home-ownership, including mortgage interest costs, property taxes, insurance and residential gas rates, increased.

British retail, October 1969

The British index of retail prices (January 16, 1962 = 100) was 133.2 at October 21 compared with 132.2 at September 16 and 126.4 at October 15, 1968.

The index for food items whose prices show significant seasonal variations–home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit–was 129.2; for all other items of food it was 132.6.

The principal changes in the food group were an increase in the price of tomatoes and a decrease in the prices of fresh fruits. **The index for foods that show significant seasonal variations was little changed at 129.2 compared with 129.0 in September.** The index for the food group as a whole was 131.8 compared with 131.3 in September.

There were increases in the average levels of rents of unfurnished houses, of rates and water charges in Scotland, and of charges for repairs and maintenance. The index for the housing group as a whole advanced less than 1.5 per cent to 149.5 compared with 147.6 in September.

As a result of increases, largely seasonal, in the average prices of household coal and coke, the index for the fuel and light group rose by less than 4.5 per cent to 141.3, compared with 135.4 in September.

There were rises in the average levels of prices of most items in the durable household goods group, and the index rose by less than 1.5 per cent to 120.6 compared with 119.0 in September.

The principal change in the services group was an increase in the average level of charges for admission to cinemas; the index for the services group as a whole rose by 1 per cent to 144.8 compared with 143.3 in September. There was a rise of more than .5 per cent in the average level of prices in the group "meals bought and consumed outside the home," and the index rose to 138.1 compared with 137.2 in September.

Unemployment insurance report for October

Claimants for unemployment insurance benefit numbered 280,000 on October 31, 1969, an increase of 8 per cent over the 260,000 recorded at the end of September. Compared with October 31, 1968, the current claimant total increased by six per cent. The month-to-month increase occurred mainly among males (80 per cent), however, the year-over-year increase was shared equally among males and females. Males comprised 60 per cent of the current claimant total, unchanged from last year. In September the proportion of males was 58 per cent.

Approximately 126,000 of the 280,000 claimants came on claim during the month—i.e. they were in the 1 to 4 weeks-on-claim category. One half of the men and one third of the women were in this category.

A total of 124,000 claims for unemployment insurance benefit were filed during October. This was approximately 34,000 or 37 per cent above the September total of 90,000, and 7,000 more than the October 1968 total of 117,000.

The average weekly estimate of beneficiaries was 174,000 during October, 166,000 in September and 156,000 in October 1968. Benefit payments amounted to $25.5 million in October versus $24.0 million in September and $20.8 million in October 1968. The average weekly benefit payments for these three dates were $32.52, $32.22 and $26.82 respectively.

All provinces with the exception of Ontario, where there was a slight decline, shared in the September-to-October increase in the claimant count. The largest percentage increase occurred in British Columbia (32 per cent). Quebec, where the claimant count was 4 per cent higher, was the only province to report a lower increase than the national rate of 8 per cent.

Compared with one year ago the greatest variation was shown in Saskatchewan—an increase of over 40 per cent (males increased by almost 60 per cent). Prince Edward Island (where the numbers involved were small), the Prairies (excluding Saskatchewan) and British Columbia, reported lower claimant totals this year. Elsewhere increases ranged from five to nine per cent.

The volume of claims filed in October was higher than in September in all provinces. Quebec and Ontario, where the bulk of the claims are concentrated, had the lowest percentage increases—28 and 20 per cent respectively. The highest percentage increase occurred in Saskatchewan (102 per cent).

Summary Table

Activity	Oct. 1969	Sept. 1969	Oct. 1968	Cumulative Data: Jan. to Oct. 1969	Cumulative Data: 12 months ending Oct. 1969
			(in thousands)		
Insured population at end of month	—	5,282	5,346	—	—
Initial and renewal claims filed:					
Total	124	90	117	1,389	1,836
Initial	89	64	80	1,054	1,392
Renewal	35	26	37	335	444
Claimants currently reporting to local offices	280	260	265	404*	406*
Beneficiaries (weekly average)	174	166	156	330*	310*
Weeks compensated	785	745	777	13,928	15,733
Benefit paid	25,527	24,008	20,843	438,376	489,799
Average weekly benefit	$32.52	$32.22	$26.82	$31.47	$31.13

* Monthly average.

Labour legislation in 1968-69

Part 5: Workmen's compensation

Nine of the provincial Workmen's Compensation Acts were amended in 1968-69. The Alberta amendments were recommended by a special committee of the Legislature appointed in 1968 to inquire into the Act and its administration. The committee is appointed at four-year intervals.

Apart from increases in benefits, one of the most significant developments during the year was that Québec became the second province, after British Columbia, to tie compensation benefits to the cost of living. Beginning on January 1, 1970, death and disability benefits will be adjusted yearly in accordance with the increase in the Pension Index established under the Québec Pension Plan. The Pension Index is tied to the Consumer Price Index, and it is raised at the beginning of each year by the average monthly rise in the cost of living over a 12-month period ending June 30 of the previous year, subject to a maximum increase of 2 per cent. If the increase is less than 1 per cent, the Pension Index is not changed.

A further important change occurred when the Nova Scotia Workmen's Compensation Board, rather than an employers' accident prevention association, was made responsible for accident prevention activities under the Act.

Earnings ceiling

The maximum earnings on which compensation is based were increased in four provinces—Alberta, Newfoundland, New Brunswick and Prince Edward Island. The new ceiling is $6,600 in Alberta and $6,000 in the other three provinces—increased from $5,600 in Alberta, $5,500 in New Brunswick and $5,000 in Newfoundland and Prince Edward Island. The ceiling on earnings is now $6,000 in five provinces, $6,600 in four, and $7,000 in one, Ontario.

Waiting period

In Québec, the waiting period was reduced from three days to one day, with the result that seven provinces now have a one-day waiting period.

Minimum payment for total disability

In Alberta and Ontario, a minimum pension of $175 a month was established for workers who become permanently and totally disabled as a result of an industrial accident. The new minimum payment—increased from $35 a week or earnings, if less, in Alberta, and from $150 a month or earnings, if less, subject to a minimum of $100 on earnings, in Ontario—was made applicable to pensions already being paid as well as to those payable in the future.

Workmen with permanent partial disabilities are entitled to a proportionate amount of the minimum pension of $175, depending on the percentage of disability assessed. The Alberta Act stipulated that, to be classified as a permanent partial disability, a disability must be assessed at more than 15 per cent of total disability.

By making the minimum now payable applicable to past accidents, the Alberta Legislature provided for the upgrading of permanent disability pensions for the first time since the Act was passed in 1918. Costs of the increased pensions for past accidents are to be paid from the general revenue fund of the Province.

The minimum compensation for temporary total disability was increased to $30 a week in New Brunswick, to $35 in Manitoba, and to $40 in Alberta and Ontario—an increase of $5 in Alberta and New Brunswick, and of $10 in Manitoba and Ontario. In these provinces, a workman must be paid his actual average earnings as minimum compensation if they are less than the stated minimum payment.

In British Columbia, as a result of the rise in the Consumer Price Index in 1968, the minimum weekly payment for temporary total disability was increased beginning January 1, 1969, by 4.04 per cent to $33.78 or average earnings if less. The minimum weekly payment in 1968 was $32.47.

Recurrence of disability

Three of the amending Acts dealt with the benefits payable in case of a recurrence of disability from a compensable accident.

In Québec, a workman disabled as a result of an aggravation of an injury that occurred more than a year earlier (previously, more than three years earlier) may be paid compensation based on his current earnings, rather than on his earnings at the time of the accident.

Similarly, in Prince Edward Island, where a claim is re-opened for weekly compensation after a period of at least two years from the date of the accident, **the Board may, at its discretion, pay benefits based on the workman's current average earnings, and on the scale in effect at the time of the re-opening of the claim.**

In Alberta, a provision covering benefits payable in case of the recurrence of a permanent partial disability was amended to apply to the recurrence of any permanent disability, whether total or partial.

Dependants' allowances

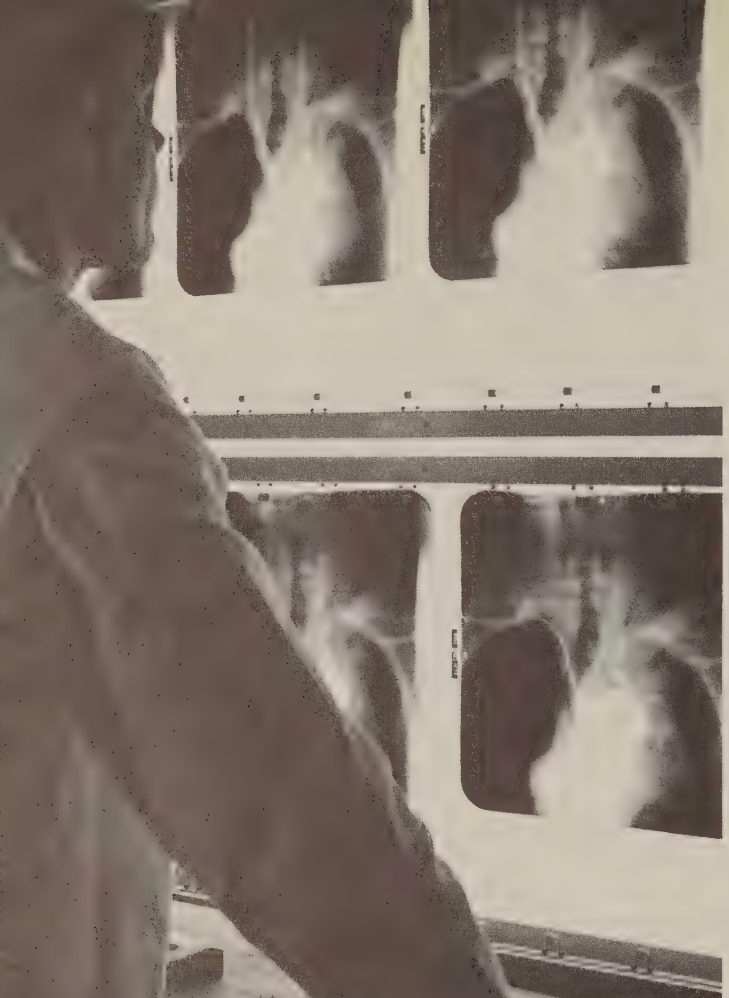
In British Columbia, dependants' allowances were increased by 4.04 per cent, effective January 1, 1969, as a result of the cost of living provision in the Act. In Québec, as previously indicated, both death benefits and disability benefits were tied to the cost of living beginning on January 1, 1970. The Legislatures of a number of other provinces increased burial allowances and the benefits of dependent widows and children.

The maximum funeral allowance in New Brunswick was raised from $300 to $500, and the Board was empowered to pay necessary expenses for transporting a workman's body for burial. Formerly, such expenses were subject to a limit of $125. Pensions for widows were increased from $75 to $100 a month.

In Alberta, the Board may now pay burial or cremation expenses of up to $350, instead of $250, and burial plot costs of up to $100, instead of $50. A widow is to receive $110 a month, instead of $85, and a lump-sum payment of $300, instead of $200. A dependent child is entitled to a monthly payment of $50, instead of $45, to the age of 16, and to an allowance of $55 a month (to be paid at the Board's discretion) if he continues to attend school up to the age of 21. An allowance of $55 a month is paid to an invalid child, regardless of age. The Board may make an additional payment of up to $50 a month, formerly $35, to an invalid child, and to any child under 21 who is an orphan. As before, an additional sum may be paid, at the discretion of the Board, to a dependent widow or to a child because of illness, but the former limits—$15 and $10 a month—have been removed. The remarriage allowance for a widow has been raised from $1,020 to $1,320 (one year's payments).

In Manitoba, dependants' allowances for children between the ages of 10 and 16 are now larger than those for children under 10.

The new benefits (former payments in brackets) are as follows: lump sum to widow, $500 ($300); widow's monthly pension, $120 ($100); monthly allowance to child under 10, $45 ($35); allowance to child 10 to 16 years of age, $50 ($35); allowance to orphan under 10 years of age, $55 ($45); allowance to orphan 10 to 16 years of age, $60 ($45); allowance to child over 16 attending school, $60 ($50); allowance to orphan over 16 attending school, $70 ($50); allowance to wholly dependent mother, $120 ($100). The education allowance is paid at the discretion of the Board until the child receives his first university degree or completes a course in technical training. In all cases, the increases in dependants' allowances were made applicable to existing as well as future pensions.



The Nova Scotia Board was authorized to continue compensation payments to the age of 21, or to the end of the school year in which a child reaches the age of 21, for a child who is continuing his education. Compensation is payable to all dependent children to the age of 18, whether or not they attend school.

In Newfoundland, the maximum compensation payable to dependants on the death of a workman, exclusive of the lump-sum payment and burial expenses, was increased from $312.50 a month to $375, which is 75 per cent of the annual ceiling on earnings.

As a result of the 4.04 per cent increase that went into effect in British Columbia on January 1, 1969, the monthly pension for a widow was increased to $129.51. The monthly allowances for dependent children were raised to $45.05 for those under 16; $50.68 for those between 16 and 18 attending school; and $56.31 for those between 18 and 21 attending school. For orphan children monthly payments were increased to $50.68 for those under 16, and $61.95 for those between 16 and 21 attending school.

Medical aid

Chiropractic treatment was specifically included as part of the medical aid to which injured workmen are entitled in Prince Edward Island and Saskatchewan.

A provision inserted in the Alberta Act requires the Board to comply with a written request by the employer of a workman who claims compensation to have the workman examined by a medical doctor selected and paid by the employer. The Act stipulates that the medical practitioner may not be an employee of the employer. The examining doctor must report to the Board "and to no other person." In addition, the Board is required, on the written request of the employer of an injured workman, to provide him with a report of the progress of the workman under treatment.

Under the procedure laid down in the Act for dealing with a contested medical decision of the Board, employers were granted also the right to request a medical review of a workman's case. The Act previously provided for such a review only at the request of the workman. **The Board was authorized to pay an allowance for the replacement or repair of clothing worn or damaged by an artificial member. The allowance may not be more than $100 a year in the case of a lower limb prosthesis and $50 in the case of an upper limb prosthesis.**

The amount of subsistence allowance paid in Alberta to a workman who is undergoing medical treatment ordered by the Board at a place other than that at which he resides was fixed at $8 a day during the period of treatment. Previously, a per diem allowance of $8 was paid for the first seven days of treatment, and lesser amounts thereafter.

An amendment to the Ontario Act gave statutory protection to persons making medical reports to the Board. Such reports were declared to be privileged information for the use of the Board only, and not admissible as evidence in any court proceeding, unless it was proved that a report was made maliciously.

Compulsory medical examinations

Provision was made in Alberta for compulsory medical examinations, including chest X rays, as a condition of employment for workers in industries in which there is exposure to silica dust. The Board was given authority to require an employer in any such industry to have his workmen examined within one month of entering employment, and periodically thereafter, as directed. Examinations are to be conducted by a doctor selected and paid by the employer.

Coverage

In New Brunswick, the coverage of the Act was extended to persons assisting a peace officer in making an arrest or in preserving the peace. Such persons are to be deemed employees of the Crown in right of New Brunswick, and their average earnings for purposes of compensation are deemed to be the same as their average earnings in their regular employment.

The fishing industry (specifically fishermen working on boats of 40 feet or more in length, where there are at least three crew members, including the captain) was brought under the New Brunswick Act beginning on January 1, 1970. Previously, fishing operations were excluded from the Act unless at least 50 workmen were employed.

In Nova Scotia, the fishing, sealing and dredging industries will be transferred from Part III of the Act (individual liability and compulsory insurance) to Part I (collective liability) beginning on January 1, 1971. The date of transfer previously provided for was January 1, 1970. Taverns and lounges were brought under the Nova Scotia Act.

In Québec, in accordance with the plan announced in 1967 for the inclusion of six lists of undertakings on October 1 of each year from 1967-72 inclusive, a further group of undertakings came under the Act, effective October 1, 1969. These included: the manufacture of plaster articles; renting or operation of vending or automatic machines; buying or selling of animals, livery stables, animal farms, animal hospitals, fish hatcheries, chick hatcheries, and egg grading (other than farming); taxidermy; clothing rental and valet service; photography; funeral undertaking, operation of cemeteries and crematoria; filtration plants; broadcasting, television, telephone exchange agencies, and other similar enterprises (not included in Schedule 2); landscaping, nurseries, reforestation, tree grafting (other than farming); spraying enterprises; renting, maintenance and operation of houses, offices or other buildings; disinfection, cleaning and maintenance work (other than domestic service); operation of heating or steam distribution plants; sweeping or cleaning of chimneys or boilers; medical clinics or laboratories; nursing homes and convalescent homes.

Janitorial services as a business, not including caretaking, were brought under the Alberta Act on a compulsory basis, as of January 1, 1970.

The coverage of the Prince Edward Island Act has been extended to include hospital workers.

An amendment was made to the Newfoundland Act concerning the voluntary coverage of crew members of category B fishing vessels (10 tons or more gross tonnage) who are paid on a share basis. The Act now states that crew members, including the master, may be covered upon the joint application of a majority of the crew and the person deemed to be the employer. Previously, the consent of all the crew was required. Deep-sea fishermen employed on category A vessels (70 tons or more gross tonnage) are automatically covered by the Act.

The Québec Workmen's Compensation Commission has extended coverage to deep-sea fishing enterprises, and also coastal fishing with multi-purpose boats.

Training of injured workmen

The total yearly amount that may be expended by the Newfoundland Board for academic or vocational training for injured workmen was increased from $25,000 to $75,000.

Merit rating

The Prince Edward Island Board was empowered to adopt a merit and demerit rating system in assessing employers for their yearly contributions to the accident fund. This enables the Board to take into account the accident prevention record of the individual employer.

Accident prevention

In a significant change that became effective on July 1, 1969, the Nova Scotia Workmen's Compensation Board assumed direct responsibility for accident prevention. The Nova Scotia Accident Prevention Association, an employers' association that has been responsible, since the enactment of the Act, for safety education and promotion in industries under the Act, was disbanded. An industrial accident prevention division of the Board is to carry on the Board's accident prevention functions, with the assistance of an eight-member executive committee consisting of four representatives of employers assessed under the Act, two representatives of employees, the Director of Industrial Safety of the Department of Labour, and a representative of the Board. Among its duties, the committee is to develop safety education and safety promotion programs, to carry out investigations, and to make recommendations regarding safety regulations.

The New Brunswick Board was authorized, subject to the approval of the Lieutenant-Governor in Council, to make an annual grant of up to $75,000 for industrial safety inspection under the Industrial Safety Act and the Logging Camps Act.

The Alberta Act was amended in consequence of a court decision (L. G., April 1969, p. 238) to give express authority to an accident prevention officer of the Board to issue orders requiring employers to install safety devices and appliances. Under the previous wording of the Act, the Board was empowered to collect part of the costs of compensation from an employer when it was found that an accident was due "entirely or mainly to the failure of the employer to comply with the directions of the Board or with the regulations made under this Act." The court held that a safety supervisor's order was not a direction of the Board or a regulation.

Reporting of accidents

In Manitoba, an employer is required to notify the Board of any accident to a workman within three days after he learns of it, instead of within three days after its occurrence.

Penalty for failure to make returns

An amendment to the Manitoba Act provided that, where an accident occurs while an employer is in default of making the required returns to the Board, he is liable to pay one half of the compensation costs, subject to a minimum payment of $50. Previously, the employer was liable under this provision only up to a maximum of $500. This maximum was removed.

New safety associations

In Ontario, two new safety associations, the Farm Safety Council of Ontario and the Hospital Accident Prevention Association of Ontario, were added to the seven employers' organizations already functioning under Sec. 117 of the Act. The primary function of all the safety associations is safety education.

The Farm Safety Council of Ontario, representing employers in the farming industry, applied to the Board for recognition as a safety association under the Act. The Council is now under the joint sponsorship of the Department of Agriculture and the Workmen's Compensation Board, and a grant from the Board enabled it to appoint a farm safety co-ordinator. A study conducted in 1967 showed an urgent need for safety education programs in hospitals.

New regulations

The Alberta, Newfoundland and Saskatchewan Boards, as the agencies directly responsible for accident prevention in the provinces, issued comprehensive general accident prevention regulations applicable to all industries within the scope of the Workmen's Compensation Act (with the exception of the mining industry in Newfoundland and Saskatchewan). The Manitoba Board is responsible for the administration of the Employment Safety Act, which applies to all workers in the Province except those employed in agriculture, domestic service

and mining. New Employment Safety Regulations were issued under the Act in March 1969. In all four cases, the regulations are an extension and an up-to-date replacement of earlier safety regulations, and are intended to safeguard workers against the hazards of modern industry.

Time limit for making claims

The Alberta Act was amended to provide that, where a workman dies after making a claim to the Board, **a claim by his dependant for compensation must be made within three years of the workman's death. Previously, there was no time limit for making such a claim.**

Right of action

Under all the provincial Acts, a workman entitled to compensation is prohibited from suing his employer for damages at law. The Alberta Act was amended to provide that the injured workman has no right of action against a fellow workman. An injured workman is precluded from suing a fellow workman under most of the other provincial Acts.

Administrative changes

The British Columbia Board has introduced new procedures to collect employer assessments, effective January 1, 1970. Instead of levying assessments in advance on the basis of payroll estimates, **the Board will require employers to remit their workmen's compensation premiums based on actual payroll amounts at the end of each calendar quarter or, in some cases, at the end of the calendar year.** The plan represents a departure from the Board's past practice and the procedures of other Workmen's Compensation Boards across Canada.

Effective on the same date, the Board has established a penalty for non-return of reporting forms. Firms that, after receiving a reminder, fail to complete assessment returns within one month of the due date will be subject to a penalty of 10 per cent of their annual assessment, with a minimum charge of $25.

Legal decisions

The boycott of California grapes is the subject of three legal decisions reviewed this month. The Ontario High Court found that picketing on behalf of the boycott constitutes illegal secondary picketing. The B.C. Supreme Court found that a "hot goods" declaration was an unlawful inducement to breach of contract. And the Ontario Provincial Court found that orderly picketing at a shopping plaza is lawful.

Ontario High Court

A company in Toronto was importing California grapes for sale to persons who make their own wines. For two days in October 1967 the company's premises were picketed, although there was no dispute between the company and its employees. It appeared, however, that a substantial part of the wine grapes in stock had been brought from one of the California growers involved in the dispute with the United Farm Workers led by Cesar Chavez. One of the persons involved in the picketing claimed to be an administrative assistant to Chavez. The company, claiming that sales had fallen off greatly because of the picketing, applied for an interim injunction.

Mr. Justice Donohue had no doubt that the actions of the picketers in this case constituted secondary picketing within the meaning of the Ontario Court of Appeal decision in **Hersees of Woodstock Ltd. v. Goldstein et al.** (L. G. 1963, p. 815). In that case a merchant's right to trade was found to be more fundamental than any right that might exist to secondary picketing when the picketing had the effect not only of communicating or obtaining information but also of inducing a breach of contract and causing or likely to cause damage. The picketing in the case at bar was therefore illegal.

Evidence was given that after about two days of picketing the company had agreed that it would notify the California grape grower that all purchases were cancelled. It was argued that such an agreement would disentitle the company to injunctive relief. Mr. Justice Donohue did not agree with this.

Although the picketing had ceased, the judge held that there was a distinct possibility that it might be resumed. An interim injunction against the secondary picketing was granted to the company. **Pietro Culotta Grapes Ltd. v. Moses et al.,** decided October 25, 1967, 68 CLIC, para. 14,095.

B.C. Supreme Court

The B.C. Federation of Labour issued a press release on May 12, 1969 declaring that all grapes imported from California and Arizona were "hot." This meant that trade union members would refuse to handle these grapes in any way. The secretary-treasurer of the Federation sent a letter to affiliated locals that quoted the press release and urged all affiliates to fully support the boycott by refusing to handle or purchase any grapes from California or Arizona. This letter was posted on the premises of a wholesale fruit and produce company that had a collective agreement with **Local 580, Retail, Wholesale and Department Store Union. The company's general manager was told by the shop steward that the employees of the company had been directed not to handle California and Arizona grapes. A few days later the general manager was told by the local's business agent that the employees were not going to handle the grapes. Claiming that grapes were on order that could be readily marketed but would deteriorate rapidly if not moved, the company applied to the B.C. Supreme Court for an interlocutory injunction.**

Mr. Justice MacDonald dealt with the company's argument that it was entitled to relief because the actions of the Federation and union officers had constituted an unlawful inducement for company employees to breach their contracts of service. To prove this claim, the judge said that it must be shown that these officers knew of the contracts of service and the terms of the contracts between the company and its employees; that the

officers knowingly induced the employees to breach their contracts; that the officers did so intending damage to the company; and that damage, in fact, resulted.

As well as being bound by their collective agreement, Mr. Justice MacDonald said, the employees served under terms derived from the common law of master and servant. One of these terms is the duty to obey lawful directions of the employer, including the handling of grapes from California and Arizona just as other fruit and produce are handled.

Local 580 and its business agent had knowledge of the agreement and its terms. Mr. Justice MacDonald inferred that **the secretary-treasurer of the Federation of Labour knew that Local 580 had agreements with employers who handled California and Arizona grapes and, further, that employees of such businesses were under the duty to obey lawful directions of their employers. The company in the case at bar was among those employers.**

The collective agreement stated that, should a question regarding "hot goods" arise, it shall immediately be referred by the union representative to the company's industrial relations department for joint discussions and consideration. The actions of the shop steward and business agent of the local, upon receipt of the letter from the Federation secretary-treasurer, were found by Mr. Justice MacDonald to be inconsistent with this provision of the agreement.

Although refusal to handle the grapes would render employees liable to be discharged, Mr. Justice MacDonald found that the company had reason to believe that its employees would refuse; for union members to handle "hot" grapes would be only slightly less subject to reproach than to cross a picket line.

In the judge's opinion, the interference with the contractual relations between the company and its employees was bound to damage the company and must have been so intended. Damage had already resulted; in order to avoid forcing the issue while its application for an injunction was pending, the company had supplied its customers by the device of selling the grapes to another company, at a loss in profit.

The effect of leading legal decisions is that if there is sufficient justification for interference with contractual relations, there is no tort. Mr. Justice MacDonald said that the cause of the workers in the California grape industry may well be very worthy and he recognized the wide support for the grape workers in the United States and Canada. It was open to the supporters of the cause to lay the facts before people everywhere and urge them not to buy these grapes. The actions in the case at bar, however, deprived the company and its employees of any choice in whether to participate in the grape boycott. Justification for interfering with contractual relations did not exist in this situation.

There was sufficient evidence to establish that irreparable damage, within the meaning of this phrase in law, had been done. The balance of convenience being in favour of the company, Mr. Justice MacDonald concluded that the company was entitled to an interlocutory injunction restraining the secretary-treasurer of the B.C. Federation of Labour, the union and its officers from, among other things, inducing employees of the company to abstain from handling grapes imported from California and Arizona. **Slade and Steward Ltd. et al. v. Haynes et al. and Local 580, Retail, Wholesale and Department Store Union, AFL-CIO,** decided June 10, 1969, 69 CLLC, para. 14,202.

Ontario Provincial Court

Carrying a placard that urged the public not to buy California grapes, the president of a local union paraded in front of a produce store located in a shopping plaza. The owner of the property on which the plaza was located verbally ordered the picketer off the premises. When the picketer failed to comply, the owner laid a charge of trespassing on private property under the Ontario Petty Trespass Act.

Mr Justice Ord found that the picketing had been orderly and that no person had been impeded by the picketing. Applying the decision of the Saskatchewan Court of Appeal in **Grosvenor Park Shopping Centre Ltd. v. Waloshin et al.** (L. G. 1965, p. 158), Mr. Justice Ord fund that the picketing was lawful. The charge of trespassing was dismissed. **Regina v. Peters,** decided September 30, 1969, 69 CLLC, para. 14,218.

General topics

Employment review, Dec.

Employment declined 49,000 to 7,712,000 between November and December; unemployment, at 383,000, was 29,000 more than in November; and the labour force decreased 20,000 to 8,095,000. Seasonally adjusted, the unemployment rate in December was 4.8 per cent. Compared with a year ago, the labour force increased by 155,000, or 2.0 per cent; employment increased by 145,000, or 1.9 per cent; and there were 10,000 more unemployed persons.

Employment

There was little change in employment developments in most major industry groups. In agriculture, employment declined by 34,000. In non-farm employment, decreases in manufacturing, 39,000, and construction, 28,000, more than offset increases in other industries, the largest of which occurred in trade, 24,000, transportation, communication and other utilities, 17,000, and public administration, 15,000. Regional employment decreases in the Atlantic region, Quebec and British Columbia, were normal for this time of year. There was little change in Ontario and the Prairies Provinces.

Compared with a year ago, employment in community, business and personal service showed the largest increase, 98,000. Employment in trade increased 33,000, and in finance, insurance and real estate, 27,000. Farm employment declined by 10,000.

Regionally, the largest yearly increase was recorded in British Columbia, 3.1 per cent. Ontario's was 2.6 per cent, Quebec's, 1.7 per cent, and the increase in the Atlantic region was 1.2 per cent. The Prairie region showed little change.

Unemployment

Unemployment, at 383,000, was 29,000 higher than in November, and nearly half of this increase (13,000) was in Ontario. Compared with a year ago, the number of unemployed persons was 10,000 higher for Canada as a whole.

Of the total unemployed in December, 139,000, or 36 per cent, have been unemployed for less than one month, 39 per cent for one to three months, and 25 per cent for four months or more. Unemployment in December represented 4.7 per cent of the labour force, the same as in December 1968. In December 1967 it was 4.6 per cent of the labour force.

Wage schedules—November

During November, the Department of Labour prepared 210 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 175 contracts in these categories were awarded. In addition, 170 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Post Office, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in November for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
R.C.M.P.	1	$ 705.00
Supply and Services	89	369,388.00

During November, the sum of $5,764.85 was collected from 14 contractors for wage arrears owing their employees as a result of the failure of the contractors or their subcontractors to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 219 workers concerned.

Unemployment insurance fund

During November 1969, 24,823 investigations were finalized across Canada. Of these, 11,258 were on-premises investigations and 2,391 were selective investigations to

verify the fulfilment of statutory conditions. The remaining 476 formal investigations and 10,698 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,094. Prosecutions were commenced in 218 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in November totalled $56,401,489.56 compared with $53,232,057.26 in October and $50,482,747.01 in November 1968. Benefits paid in November totalled $27,554,616.54 compared with $25,526,509.78 in October and $20,622,847.43 in November 1968. The balance in the Fund on November 28, 1969 was $525,416,671.58 compared with $496,569,798.56 at the end of October and $401,283,018.77 on November 29, 1968.

U.S. employment review

Unemployment declined sharply to 3.4 per cent in November from 3.9 per cent in October. The total labour force, adjusted for normal seasonal factors, declined by about 200,000, although the basic trend has been upward. **The drop in unemployment was about 460,000, to 2.8 million.**

Partly because of strikes, non-farm payroll employment rose in November by only 26,000. After making allowance for strikes, monthly payroll employment advances have averaged only 80,000 in the June-November period compared with 240,000 in the November 1968-June 1969 period.

Missing word

The word "National" is missing from the first line of the article, "Wanted: A Three-Way Continuing Relationship" (L.G., Jan., p. 14). It was there when the article was first written, but fell out somewhere along the processing line and was never recovered.

Correction

In the first paragraph of the article, "Employment Review, Oct." (L. G., Jan., p. 61), the word "unemployment" in line 7 should read "employment."

March credits

Readers of the following regular monthly features will find it interesting to note that:

Unemployment insurance report, p. 207, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 221, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 218, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal decisions, p. 214, originates with the Legislation Branch of the Department of Labour.

Labour legislation, p. 208, was prepared by the Legislation Branch of the Department of Labour.

The costs of vocational rehabilitation, p. 200, was submitted by the Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. NFB: Cover, p. 188, 193, 201, 203, 205, 210, 213, 226. Murray Mosher: 190. Thomas Studio (Ottawa): p. 181. Public Archives of Canada: p. 183. Murray MacGowan: 196, 229. CNR: p. 224.

Conciliation before the minister of labour

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes.

Canadian National Steamship Company Limited (S.S. "Prince George"), Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: A. A. Franklin).

United Grain Growers Ltd; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; Burrard Terminals Limited, and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: D. S. Tysoe).

Empire Freightways Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395 (Conciliation Officer: A. E. Koppel).

Midland Superior Express Limited, Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: D. H. Cameron).

TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants Association (Conciliation Officer: A. E. Koppel).

The Newfoundland Broadcasting Company Limited, (CJON Radio and CJON-CJOX-TV), and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies).

The Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden).

Gill Interprovincial Lines Ltd., North Burnaby, B.C., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: D. H. Cameron).

Millar and Brown Limited, Cranbrook, B.C., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979; Chauffeurs, Teamsters and Helpers, Local 395, and General Teamsters, Local 181 (Conciliation Officer: D. H. Cameron).

Loiselle Transport Limited, Dawson Creek, B.C., and General Truck Drivers and Helpers, Local 31, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

Canadian Freightways Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395 (Conciliation Officer: D. H. Cameron).

Little Chief B-Line Express Ltd., Calgary, Alta., and General Truck Drivers and Helpers, Local 31, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

Crown Assets Disposal Corporation, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae).

Canada Steamship Lines Limited (Office and Shed Staff Groups at Montreal and Lakehead) and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: S. T. Payne).

Settlement by conciliation officer

Canada Steamship Lines Limited, Sault Ste. Marie, Ont., and the International Longshoremen's Association, Local 1923 (Conciliation Officer: T. B. McRae) (L. G., Nov. 1969, p. 680).

Conciliation boards appointed

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (L. G., Jan., p. 59).

Albert G. Baker Limited; Eastern Canada Stevedoring Division of Warnock Hersey International Limited; Clarke Steamship Company Limited; Terminus Maritime Inc.; Capitaine H. Turbis Enrg., Port of Quebec, and International Longshoremen's Association, Local 1958 (L. G., Feb., p. 142).

Canadian Helicopter Overhauls Ltd.; Okanagan Helicopters Ltd., Vancouver International Airport, and International Union of Operating Engineers, Local 115 (L. G., Jan., p. 58).

AirWest Airlines Ltd., Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Feb., p. 142).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in November to deal with a dispute between CP Air (Commissary Attendants) Vancouver International Airport, and General Truck Drivers and Helpers, Local 31 (L. G., Feb., p. 142) was fully constituted in December with the appointment of Dr. Noel A. Hall of Vancouver, as chairman. Dr. Hall was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee D. E. Hewitt, Burnaby, and union nominee Peter Wilson, Vancouver.

The Board of Conciliation and Investigation established in November to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and the Office and Professional Employees' International Union, Local 404 (L. G., Feb., P. 142) was fully constituted

in December with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of company nominee Michael O'Brien, Toronto, and union nominee Romeo Corbeil, Montreal.

The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Dec. 1969, p. 755) was fully constituted in December with the appointment of Frank D. Allen of Winnipeg, as chairman. Mr. Allen was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert H. McKercher, Q.C., Saskatoon, and union nominee William Kennedy, Winnipeg.

Conciliation board reports received

Canadian National Hotels Limited (Bessborough Hotel) Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Feb., p. 143) (Full text appears in Supplement No. 1, 1970).

Richardson Transport Ltd., Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (L. G., Feb., p. 143) (Full text appears in Supplement No. 1, 1970).

Conciliation board not appointed

Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and the United Steelworkers of America (L. G., Feb., p. 142).

Strike terminated

Monarch Transport Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (strike terminated December 1 with the mediation assistance of A. A. Franklin) (L. G., Feb., p. 143).

The Canada Labour Relations Board met for three days during December. It granted five applications for certification, rejected one, and ordered two representation votes. It allowed the withdrawal of two applications for certification and one request for review. During the month, the Board received one request for review and twenty-two applications for certification.

Applications for certification granted

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of air hostesses employed by B.C. Air Lines Limited, Vancouver International Airport, B.C. (L. G., Jan., p. 57).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed aboard the vessel "Victorian Marie" by J. Wilfrid Grenier, Quebec, Que. (L. G., Jan., p. 57).

The Canadian Union of Public Employees, on behalf of a unit of drivers employed by Transol Inc., Quebec, Que., in the performance of contracts with the Canada Post Office Department for the pick-up, transport and delivery of mail (L.G., Jan., p. 58).

The Public Service Alliance of Canada, on behalf of a unit of employees of the St. Lawrence Seaway Authority employed in its Engineering Branch at Montreal, Que. (L.G., Feb., p. 145).

Certification before the CLRB

The Public Service Alliance of Canada, on behalf of a unit of operators employed by Defence Construction (1951) Limited at Nanaimo, B.C. (L. G., Feb., p. 145).

Application for certification rejected

Amalgamated Meat Cutters and Butcher Workmen of North America, applicant, Swift Canadian Co. Limited, Toronto, Ont., respondent (feed mill, Weston, Ont.), and Bartley Bida, et al., interveners (L. G., Feb., p. 144). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

Representation votes ordered

National Association of Broadcast Employees and Technicians, applicant, Baton Broadcasting Limited (CFTO-TV), Toronto, Ont., respondent, and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production Technicians, Local 873, intervener (L. G., Dec. 1969, p. 757). The names of both unions will appear on the ballot. (Returning Officer: K. Hulse).

The Public Service Alliance of Canada, applicant, Defence Construction (1951) Limited, Ottawa, Ont., respondent (employees at Courcelette, Que.), Adélard Thiboutot, intervener, and R. Allison, L. Asselin, et al., interveners (L. G., Feb., p. 145). The name of the applicant union only will appear on the ballot. (Returning Officer: R. E. Bouchard).

Applications for certification withdrawn

United Steelworkers of America, applicant, and Valleyfield Dock and Terminal Co. Ltd., Valleyfield, Que., respondent (L. G., Nov. 1969, p. 683).

Directors Guild of America, Inc., applicant, and Western Ontario Broadcasting Company, Ltd., Windsor, Ont., respondent (L. G., Jan., p. 58).

Requests for review

Under Section 61 (2) of Act the Board permitted the withdrawal of a request for review made by Le Syndicat National des Débardeurs de la Baie des Ha! Ha! Inc., applicant, and Saguenay Terminals Limited, Port Alfred, Que., respondent (L. G., Feb., p. 145).

The Board received a request for review of an earlier decision from the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees in respect of mobile operators and supervisors employed by Canadian Pacific Railway Company, Montreal, Que. (L. G., Jan., p. 57).

Applications for certification received

International Union of Operating Engineers, Local 115, on behalf of a unit of loaders employed aboard the barge "RivTow Norseman" by RivTow Marine Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by False Creek Towing Co. Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Ceres Stevedoring Co. Ltd., Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, applicant, on behalf of a unit of office clerks and timekeepers claimed to be employed at the Port of Montreal by McLean Kennedy Ltd., Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Brown & Ryan Limited, Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Eastern Canada Stevedoring Division of Warnock Hersey International Limited, Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Wolfe Stevedores (1968) Ltd., Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by International Terminal Operators, Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Reliance Marine Terminals Ltd., Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Federal Commerce and Navigation Co. Ltd., Montreal, Que. (Investigating Officer: S. T. Payne).

Public Service Alliance of Canada, on behalf of a unit of employees of Cape Breton Development Corporation, Sydney, N.S. (Investigating Officer: C. A. Ogden).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Island Shipping Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Trans-Lake Shipping Ltd., Toronto, Ont. (Investigating Officer: H. A. Fisher).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Upper Lakes Shipping Ltd., Toronto, Ont. (Investigating Officer: H. A. Fisher).

West Canadian Air Navigators Association, on behalf of a unit of flight navigators employed by Pacific Western Airlines Ltd., Vancouver International Airport, B.C. (Investigating Officer: D. H. Cameron).

General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of highway drivers transporting mail, employed by Neil Penner Highway Service, Morden, Man. (Investigating Officer: A. E. Koppel).

General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed at St. Catharines, Ont., by Reimer Express Lines Limited, Winnipeg, Man. (Investigating Officer: K. Hulse).

International Brotherhood of Electrical Workers, Local Union 435, on behalf of a unit of employees of Metro Videon Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

Canadian Merchant Service Guild, on behalf of a unit of masters and mates employed by Falt Towing Ltd., Cowichan Bay, B.C. (Investigating Officer: D. H. Cameron).

Letter Carriers' Union of Canada, on behalf of a unit of mail contract employees of Jessiman Bros. Cartage Ltd., St. James, Man. (Investigating Officer: A. E. Koppel).

General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Chemical Leaman Tank Lines Inc., Niagara Falls, Ont. (Investigating Officer: K. Hulse).

International Brotherhood of Electrical Workers, Local Union 424, on behalf of a unit of employees of Plains-Western Gas & Electric Co. Ltd., Yellowknife, N.W.T. (Investigating Officer: A. A. Franklin).

Decisions of the Umpire

CUB 2836. The claimant filed an initial application for benefit effective May 5. She stated that she had worked as a switchboard operator and bookkeeper from October 1955 to April 30, 1968. Her employment terminated when the telephone system was converted to dial. The claim was allowed. The claimant filed a renewal application for benefit on September 13 and gave the same information as above.

On September 13 also, the claimant filed an application to have her claim antedated to May 5, stating that she was in a position to establish that she had fulfilled all the conditions of entitlement for each and every day between May 5 and September 13. She said that after she had filed her initial claim, she received the first application for benefit which she immediately returned in the mail to the UIC office. But she said that she did not ever receive anything from the Commission after returning the application.

The unemployment insurance office commented that the claimant's initial application for benefit was received on May 14, 1968, and their records showed that report forms were mailed to her on May 15. The claimant's file was subsequently retired to the dormant file because she had failed to return the forms to the unemployment insurance office. The insurance officer noted that no evidence had been presented to show that the claimant did not receive the report forms or that they had been returned to the unemployment insurance office by the post office. The insurance officer also considered that "her delay of four months in taking the matter up with the Commission was undue."

On September 20, 1968, the insurance officer notified the claimant that she was not entitled to have her claim for benefit antedated to May 5, 1968, as she had not established good cause for delay in making her claim. In her appeal to the board of referees dated September 27, the claimant said: "... The delay in reporting my loss of benefit to you was simply that I definitely did not receive a punched card in the mail, as you claim was mailed out to me. As weeks went by, and I heard nothing from you, I concluded that you must have some good reason for withholding my insurance ... I have also been unemployed all this time, and have needed the money very badly. In speaking with my cousin, recently, the subject was brought up, and when I explained to him how I had never received any benefit, he decided the matter should be immediately investigated to ascertain the reason for non-payment of insurance on my behalf..."

The board of referees heard the case on November 7. By unanimous decision, the board allowed the appeal. The board accepted the statement that this initial report form was not received by her, and said that there was a possibility that it went astray in the mail. The claimant would appear to be a woman of integrity and would not deliberately give misinformation in order to obtain benefit, the board said.

On November 25, the insurance officer appealed to the Umpire. The appeal reads in part: "Whether or not the claimant received the report form that was mailed on May 15, is not relevant at this time as the claimant unduly delayed in following up the matter. Furthermore, the delay of 17 weeks is clearly in excess of the thirteen-week period specifically provided in a Commission regulation."

The umpire said, **"The insurance officer has shown to my satisfaction that the claimant's weekly report forms were in fact mailed to her and there is a presumption in law that these would reach her in due course of the mails.** The claimant has produced no evidence to overcome this presumption. I further agree with the insurance officer's submission that the claimant did not show good cause for the seventeen-week delay in following up her claim." He allowed the insurance officer's appeal.

Railway arbitration

Eight cases were dealt with by the Canadian Railway Office of Arbitration in Montreal on November 12, 1969. Grievances in seven cases were dismissed and the decision in Case No. 189 is not yet available.

Case No. 183. An ex parte dispute between the CNR Hotel Department and the Canadian Brotherhood of Railway, Transport and General Workers over payment of employee benefit plans.

The union asked that the company assume monthly premium costs for basic benefits under the Employee Benefit Plan Supplemental Agreement. The company claimed that the grievance was not valid and not arbitrable and declined the request. The company claimed also that the proper grievance procedure was not complied with, but the arbitrator found that the case was properly before him.

The arbitrator said that the company had, in some cases, taken on payment of the whole cost of certain welfare benefits during contract negotiations. But the rights of the grievors in this case were determined by their own present collective agreement. "That agreement provides for equal sharing of the costs of benefits," the arbitrator said.

The agreement does allow for changes in benefit costs, but it doesn't allow for changes in the manner of sharing these costs. The arbitrator decided that the company did not violate the agreement when it continued to deduct one half of premiums from the participating employees. He dismissed the grievance.

Case No. 184. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over employees allowed to displace.

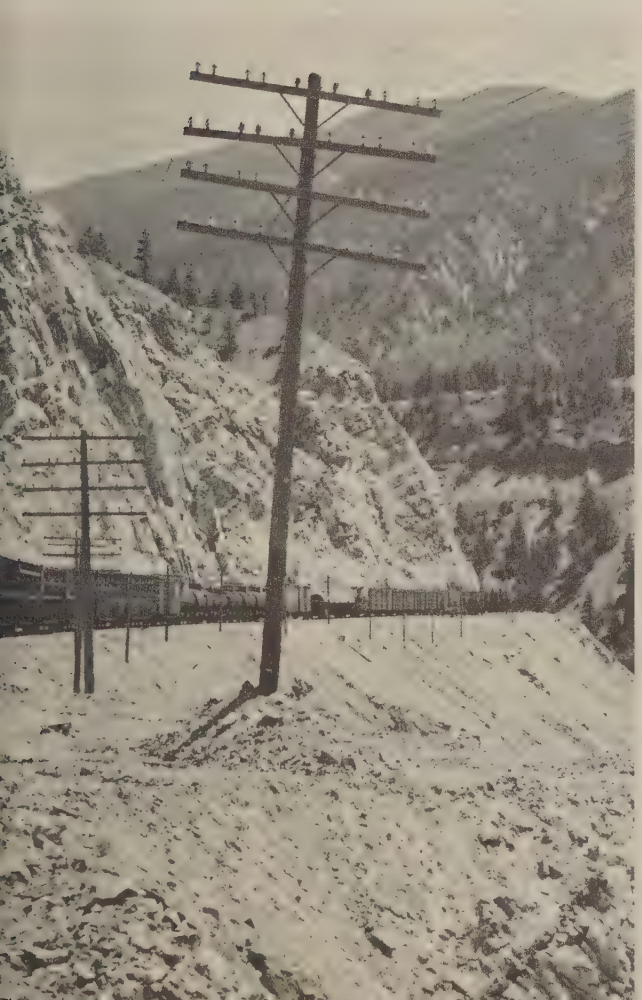
Two men were displaced from their regularly assigned positions and elected to displace two warehousemen. They were allowed to displace on positions in the classification, having the assigned hours of duty and rest days of their choice, but were not allowed to displace on the specific positions occupied by the two warehousemen.

The arbitrator said that the only issue in the case "is as to the right of the grievor to select the particular individual to be displaced." The agreement does allow an employee to displace a junior employee, but the agreement "does not give him an unfettered choice." He concluded that the company acted reasonably in allowing one of the men to displace a warehouseman and offering to accommodate the other in an area and under conditions of his choice. In doing so, the company respected the seniority rights of the grievor and of the man he elected to replace. The arbitrator dismissed the grievance.

Case No. 185. Dispute between the CNR and the United Transportation Union over claims by a yard foreman and crew for an extra day's pay.

The yard foreman and his helpers were on duty when a freight with 153 cars arrived. The train was too long to be yarded on one track, and to avoid excessive delay to automobile traffic in the city, the company asked the yard crew to help the road crew. The yard crew asked for an extra day's pay for helping yard the train. During the operation, the road crew moved the head end of the train and the yard crew moved the rear portion of the train onto designated tracks.

The arbitrator found that no article in the agreement prevents trainmen from performing certain switching operations. The yard crew had said that the company violated the agreement by allowing this to happen. But the arbitrator said that although the work might have been performed by the train crew, it was also work to which the yardmen could be assigned, and their performance of the work did not entitle them to extra pay. He dismissed the grievance.



Case No. 186. Dispute between the CNR and the United Transportation Union over eleven time claims submitted by yardmen.

The yard assignments in which the eleven claimants were filling temporary vacancies were cancelled by the company and each of the eleven submitted a claim for that day, for eight hours pay at the pro rata rate, under the guarantee provisions of the collective agreement. The company refused to pay. The assignments were cancelled on a day that was a holiday, but it was not a general holiday under the collective agreement, and the workweek guarantee remained at five days. The issue was whether the guarantee applied to the yardmen.

The arbitrator found that the men were working temporary vacancies on permanent assignments. They had applied successfully, on bulletined jobs, to relieve regularly assigned yardmen. But in looking at the agreement, the arbitrator found that the guarantee appeared to be a feature of the permanent assignment, and where the employee opts for a temporary assignment, he runs the hazard of its cancellation. He concluded that since the men were on temporary assignments, they were not entitled to the guarantee when the assignments were cancelled. He dismissed the grievance.

Case No. 187. Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over discipline assessed to a tractor trailer driver.

The driver reported for duty at 8 a.m., was dispatched and left at 8.10. At 10.20 he advised his dispatcher that the truck had broken down, and the company tow truck was dispatched to return the unit to the garage. Later in the day, he was assessed 30 demerit marks and dismissed as he had more than 60 demerit marks.

The driver said that his truck actually broke down at 8.20. He did not advise the company until 10.20 because the truck broke down on an incline, and it was necessary for him to remain in the cab to maintain pressure on his brakes. The company was suspicious of the events because the truck broke down on the street where the driver lived. The grievor denied that he stopped at his home and spent some time there before proceeding to his destination.

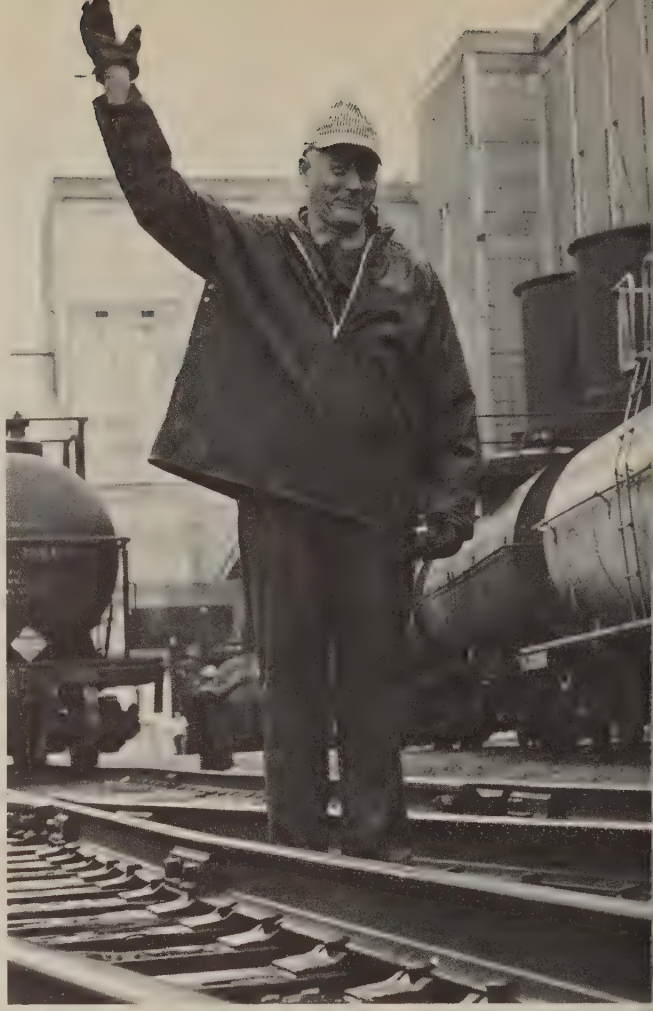
The arbitrator went over the route taken by the driver and found that he did not go out of his way. He therefore said that 10 of the demerit marks should be struck from his record. The other 20 demerit marks were assessed for "loitering on duty." This charge was based on the length of time taken between the breakdown and the reporting of the incident. In the arbitrator's view, the driver did not give a satisfactory reason for the lapse of two hours. So, the 20 marks remained. With the addition of 20 demerit marks on the driver's record, the total demerits then totalled 60, and he was subject to discharge. The arbitrator dismissed the grievance.

Case No. 188. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over claims by a steward and other employees who operated on dinette cars.

To meet the demand for additional dining facilities, a dinette car was added to certain trains out of Toronto. As these operations were on an "as required" basis, the positions were filled from the spare board. The union claimed that on the days when one train operated late, rest hours should not have been deducted. The company said that, as the operation was special, the employees were properly compensated under an article of the agreement that includes a provision for the deduction of rest.

The arbitrator found that when the train arrived on time at 5.50 p.m., no deduction for rest was made, and even when the train arrived as late as midnight, no deduction was made. But when the train arrived after midnight, a deduction of up to six hours was made for rest. The agreement says that employees on a special movement not covered by an Operation of Run Statement "shall be paid from the time required to report for duty until released from duty, with deductions made for rest periods" in accordance with another article of the agreement. This article says that deductions for rest period for meal service employees will be "a maximum of eight hours per night between 2200 hours and 0600 hours."

The arbitrator said that the company did comply with the agreement. He said that the provisions of the agreement do envisage a difference in treatment between regular employees and employees on special movements. He dismissed the grievance.



Case No. 190. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over claims for payment by a porter.

Because of bad weather, the company suspended two line sleepers on two trains out of Vancouver. The porter assigned to this operation on that day was told his guarantee was protected. The union claimed that the porter should be paid for the hours he would have worked had his assignment operated. The company declined payment.

The arbitrator said that three articles of the collective agreement quoted by the union did not apply in this case. The position was not abolished and there was no "reduction in staff." But a fourth article did apply. This article would have allowed the porter to exercise his seniority if he had wanted to do so. But the company said that the porter made no request to exercise his seniority. The porter did lose money but his guarantee was protected. Therefore, the arbitrator said that there was no violation of the collective agreement and he dismissed the grievance.

Publications in the library

List No. 252

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Annual reports

■ **No. 1—British Columbia. Workmen's Compensation Board.** Report, 1968. Victoria, Queen's Printer, 1969. v. (unpaged). Supplement. 20 p.

■ **No. 2—Manitoba. Labour Management Review Committee.** Annual report, 1968. [Winnipeg, 1969]. 27 p.

■ **No. 3—Ontario. Workmen's Compensation Board.** Annual report, 1968. Toronto, 1969. 120 p. Report year ends December 31.

Bilingualism

■ **No. 4—McRae, Kenneth Douglas,** ed. The Federal capital; government institutions. [Ottawa, Queen's Printer, 1969]. xvii, 270 p. A study of language patterns, socio-economic structure, residential patterns, and bilingualism in the National Capital Region.

Business

■ **No. 5—National Industrial Conference Board.** Appraising foreign licensing performance, by Enid Baird Lovell. New York, 1969. 106 p. " . . . Provides current data on the foreign licensing operations of 191 United States companies and tells how these companies appraise the profitability and effectiveness of those operations."

■ **No. 6—National Industrial Conference Board.** Mergers and markets: 7; an economic analysis of developments in 1967-1968 under the Merger act of 1950, by Betty Bock. New York, 1969. 163 p. Seventh in a series.

Economic conditions

■ **No. 7—National Industrial Conference Board.** The urban dilemma: seven steps toward resolution; presentations made to the Public Affairs Research Council, September 17, 1968, New Orleans, Louisana. New York, 1969. 60 p. Describes how some companies and independent organizations are dealing with urban problems in seven American cities: Detroit, San Francisco, Chicago, Gary, Indiana, Pittsburgh, New York, and Philadelphia.

■ **No. 8—Peitchinis, Stephen Gabriel.** Equality and inequality of opportunity for economic and social development; [address] presented at a Symposium on Economic and Social Opportunity organized by the Alberta Human Resources Research Council, Edmonton, April 9-11, 1969. [Calgary, University of Calgary, Dept. of Economics, 1969]. 82 p.

Engineers

■ **No. 9—Engineers Joint Council.** The engineering profession: a new profile; a report from the National Engineers Register. [New York, 1969]. 8 p. This survey was carried out under the sponsorship of the U.S. National Science Foundation. "The text of [this] report was originally published in the March-April 1969 issue of 'Engineer' . . ."

Industrial relations

■ **No. 10—Daly, George F.** Industrial relations: comparative aspects with particular reference to Ireland. Cork, Mercier Press [1968]. 344 p.

■ **No. 11—International Institute for Labour Studies.** Bulletin 6, June 1969. [Geneva, 1969]. 237 p. Partial contents: Future worlds and present international organizations: some dilemmas. Workers' participation in management; country study series: France, Federal Republic of Germany, United States. Strategic factors in industrial relations systems; a programme of international comparative industry studies. Development of the International Educational Materials Exchange (IEME).

■ **No. 12—Wanczycki, Jan K.** Judicial review of decisions of labour relations boards in Canada. [Ottawa, Queen's Printer, 1969]. 37 p. The author prepared this study when he was Chief of the Legal Affairs Division, Legislation Branch, Canada Dept. of Labour, This study "describes the nature of labour relations boards, the authority given them by statutes, and the grounds on which the courts will review and uphold or set aside board decisions."

Labour supply

■ **No. 13—Australia. Department of Labour and National Service.** Employment in electronic data processing. [Melbourne] 1968. [76] p.

■ **No. 14—Canada. National Research Council.** Forecasting Committee. Projections of manpower resources and research funds, 1968-1972; science and engineering research in Canadian universities; a report. [Ottawa, 1969]. 104 p.

Management

■ **No. 15—American Management Association.** A look at personnel through the president's eye. [New York, 1965]. 16 p.

■ **No. 16—Peter, Laurence J.** The Peter principle, by Laurence J. Peter & Raymond Hull. New York, W. Morrow, 1969. 179 p. The Peter Principle: "In a hierarchy every employee tends to rise to his level of incompetence." This book is about "hierarchiology, the study of hierarchies." The book "is dedicated to all those who, working, playing, loving, living and dying at their Level of Incompetence, provided the data for the founding and development of the salutary science of Hierarchiology. 'They saved others: themselves they could not save.' "

Material handling

■ **No. 17—International Labour Office.** Technical and social changes in the world's ports [by] A. A. Evans. Geneva, 1969. 264 p.

■ **No. 18—U.S. Small Business Administration.** Improving material handling in small business, by Educational Committee of the Material Handling Institute, Inc. 3d ed. Washington [GPO, 1969]. 38 p.

Social security

■ **No. 19—Council of Europe.** European code of social security, Strasbourg, 16 April 1964. London, HMSO 1969. [76] p. "The United Kingdom instrument of

ratification was deposited on 12 January 1968. With the exception of Parts VI-X the Code intered into force for the United Kingdom on 13 January 1969."

■ **No. 20—International Labour Office.** The organization of medical care under social security; a study based on the experience of eight countries, by Milton I. Roemer. Geneva, 1969. 241 p.

Miscellaneous

■ **No. 21—Action Committee for the United States of Europe.** Statements and declarations of the Action Committee for the United States of Europe, 1955-67. London, Chatham House; PEP, 1969. [112] p. Members of the Committee, 1955-1968: p. 96-101. The Action Committee for the United States of Europe was established on October 13, 1955, with Jean Monnet of France as its President. Members attending its meetings do so as delegates of member organizations, not in their personal capacity. The Committee's objective is to work for a United States of Europe.

■ **No. 22— Aiken, Michael Thomas.** Economic failure, alienation, and extremism, by Michael Aiken, Louis A. Ferman, and Harry L. Sheppard. Ann Arbor, University of Michigan Press [1968]. vi, 213 p. "This is a study of the adjustment to job displacement of 314 automobile workers who were left without work when the Packard Motor Car Company closed its Detroit plant in 1956."

■ **No. 23—Australia. Department of Labour and National Service.** Computers in Australia. [Melbourne] 1968. 23 p.

■ **No. 24—Australia. Women's Bureau.** Children of working mothers, a review of recent studies. 19 p.

Union membership in Canada by industry and area, 1969

There were 2,075,000 union members in Canada at the beginning of 1969—an increase of 3.1 per cent over the 1968 figure. Membership figures are compiled from survey returns obtained by the Economics and Research Branch of the Canada Department of Labour from national and international union headquarters, central labour congresses and independent local organizations. The data obtained in the 1969 survey were published in Labour Organizations in Canada, 1969, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations active in Canada; names of the principal officers, publications and the distribution of the locals are also included. The statistical data contained in the handbook are Canada-wide totals, broken down by congress affiliation and by type and size of union.

Another survey of individual local unions across the country, made at the beginning of each year, provides data for the accompanying tables, giving distributions of union membership by industry, by province and by Canada Manpower Centre area. In this survey, each local is asked to report the total number of its members, and the industry and location in which all or most of them are employed. Although there are cases where a local may have members employed in more than one industry, the secretary is asked to report only the one in which its membership is concentrated. In a relatively small number of cases, the industry was not reported; in addition, a number of locals indicated that their members were dispersed throughout several locations in different areas or provinces. These locals and their membership are classified separately in the tables.

Distribution by industry

Table 1 gives the distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1960). The data are shown, for the most part, on the "major group" level of industry. In those classifications for which additional useful detail was provided, care has been taken to adhere to combinations of recognized industrial subgroups. For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

The 1969 statistics reveal a sustained increase in some industrial sectors. Union membership in trade grew, in the past year, by 9,600 or 10.4 per cent; in service, the increase was 25,000 or 11.6 per cent, and in public administration it was 38,000 or 15.5 per cent. Since 1965, union membership has shown an average annual increase of 8 per cent in trade, almost 8 per cent in service, and 12 per cent in public administration. Over the same period, the growth of union membership in the manufacturing sector has averaged slightly more than 2 per cent a year.

The information in Table 2 supplements that provided in Table 1. It lists, in alphabetical order, the names of the international and national unions and the independent local organizations that account for more than one tenth of the organized workers within each of the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the union membership reported in the group.

In Table 3, union membership is shown by provinces and Table 4 provides a breakdown of union membership according to the geographic areas served by Canada Manpower Centres. These areas are based on the geographical classification used in the 1966 Census and in most cases respect the boundaries of Census subdivisions; in a few cases they follow the boundaries of Census

numeration areas. The statistics in Table 4 are therefore ot comparable, in all cases, with figures published in arlier years by labour market area.

t the beginning of 1969, there were 9,300 union locals n Canada with a total membership of more than two illion. Survey returns were received from a large pro- ortion of these locals; the number that did not reply o the survey is shown in Tables 1 and 3. An adjustment ntry in these tables indicates the difference between the otal membership based on the union headquarters urvey and the membership reported by the responding ocal unions.

The information for this analysis of union membership vas obtained by the Labour Organizations Division, Economics and Research Branch, Canada Department f Labour, from local union secretaries. Their co-opera- ion is gratefully acknowledged.

Table 1—Union Membership by Industry*

	Locals	Member-ship
AGRICULTURE	12	721
FORESTRY†	37	42,592
FISHING AND TRAPPING	17	3,205
MINES	179	53,223
Metals	99	37,560
Mineral fuels	28	8,132
Non-metal	33	6,446
Quarries	15	755
Incidental services	4	330
MANUFACTURING	2,792	765,049
Food	334	74,407
Beverages	91	13,287
Tobacco products	18	6,119
Rubber	44	14,558
Leather	66	13,212
Textiles	147	33,259
Knitting Mills	26	3,098
Clothing	111	50,087
Wood	115	39,141
Furniture and fixtures	65	13,055
Paper	347	77,255
Printing and publishing	178	30,910
Primary metals	149	75,929
Metal fabricating	265	43,824
Machinery	121	31,214
Transportation equipment	170	121,269
Electrical products	168	62,753
Non-metallic mineral products	144	23,836
Petroleum and coal products	22	3,731
Chemical products	136	22,210
Miscellaneous manufacturing	75	11,895
CONSTRUCTION	526	220,630
TRANSPORTATION AND UTILITIES	2,232	362,828
Air transport and incidental services	100	14,484
Water transport and incidental services	143	35,624
Railway transport	969	114,085
Running trades	—	29,375
Non-operating employees	—	84,710
Truck transport	60	39,453
Buses and streetcars	55	21,767
Other transport	16	1,308
Storage	31	4,285
Communication	741	82,389
Power, gas and water	117	49,433
TRADE	221	92,336
FINANCE	11	1,716
SERVICE INDUSTRIES	886	213,102
Education	299	34,432
Health and welfare	351	114,074
Religious services	1	22
Recreational service	90	29,777
Services to business	11	2,300
Personal services	110	29,125
Miscellaneous services	24	3,372
PUBLIC ADMINISTRATION	1,693	243,888
Federal administration	958	98,862
Provincial administration	86	58,487
Local administration	648	85,989
Other government offices	1	550
INDUSTRY NOT REPORTED	45	6,857
ADJUSTMENT ENTRY††	—	68,469
NO RETURN	651	—
Totals	9,302	2,074,616

*Based on DBS Standard Industrial Classification (1960) (DBS Cat No. 12-501).
†Includes some sawmilling.
††This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

Table 2—Union Representation Within Industry Groups, 1969

Industry Group	Unions comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
AGRICULTURE	Agriculture Union—PSAC—(CLC)
FORESTRY	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers' Federation—UCC—(Ind.)
FISHING AND TRAPPING	B.C. Fishermen (CLC) Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
MINES	
Metal	Steelworkers (AFL-CIO/CLC)
Mineral fuels	Mine Workers (Ind.)
Non-metal	Metallurgists, Miners and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Quarries	Cement Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Incidental services	Steelworkers (AFL-CIO/CLC)
MANUFACTURING	
Food	Bakery Workers (CLC) Food Workers (AFL-CIO/CLC) Teamsters (Ind.)
Beverages	Brewery Workers (AFL-CIO/CLC) Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber	Rubber Workers (AFL-CIO/CLC)
Leather	Clothing Workers Federation (CNTU) Food Workers (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC)
Textiles	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting Mills	Clothing Workers Federation (CNTU) Textile Workers Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and fixtures	Building and Woodworkers Federation (CNTU) Upholsters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC)
Printing and Publishing	Bookbinders (AFL-CIO/CLC) Lithographers and Photoengravers (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary metals	Metallurgists, Miners and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (CLC) Machinists (AFL-CIO/CLC)
Electrical products	I.B.E.W. (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC) Metallurgists, Miners and Chemical Workers Federation (CNTU)
Petroleum and coal products	Oil Workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC) District 50 U.M.W.A. (Ind.) Oil Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Miscellaneous manufacturing	Auto Workers (CLC)
CONSTRUCTION	Carpenters (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
TRANSPORTATION AND UTILITIES	
Air transport and incidental services	Air Line Flight Attendants (CLC) Air Line Employees (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO/CLC)
Railway transport	
Running trades	United Transportation Union (AFL-CIO/CLC)
Non-operating employees	Maintenance of Way (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway Transport and General Workers (CLC)
Truck transport	Teamsters (Ind.)
Buses and streetcars	Public Service Employees Federation (CNTU) Transit Union (AFL-CIO/CLC)
Other transport	B.C. Government Employees (CLC) Teamsters (Ind.)

Table 2—Union Representation Within Industry Groups, 1969

Industry Group	Unions comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
Storage	Brewery Workers (AFL-CIO/CLC)
	Railway Clerks (AFL-CIO/CLC)
	Saskatchewan Wheat Pool Employees (CLC)
Communication	Canadian Telephone Employees (Ind.)
	I.B.E.W. (AFL-CIO/CLC)
	Letter Carriers (CLC)
	Postal Workers (CLC)
	Traffic Employees (Ind.)
Power, gas and water	I.B.E.W. (AFL-CIO/CLC)
	Office Employees (AFL-CIO/CLC)
	Public Employees (CLC)
TRADE	Commerce and Office Employees Federation (CNTU)
	Retail Clerks (AFL-CIO/CLC)
	Retail Wholesale Employees (AFL-CIO/CLC)
FINANCE	Commerce and Office Employees Federation (CNTU)
	Office Employees (AFL-CIO/CLC)
SERVICE INDUSTRIES	
Education	Public Employees (CLC)
	Public Service Employees Federation (CNTU)
Health and Welfare	Public Employees (CLC)
	Service Employees Federation (CNTU)
	Services Employees Int. Union (AFL-CIO/CLC)
Religious organizations	Service Employees Federation (CNTU)
Recreational services	Actors Equity (AFL-CIO/CLC)
	Musicians (AFL-CIO/CLC)
Service to business	Research Council Employees (Ind.)
Personal services	Hotel Employees (AFL-CIO/CLC)
Miscellaneous services	Office Employees (AFL-CIO/CLC)
	Service Employees Int. Union (AFL-CIO/CLC)
PUBLIC ADMINISTRATION	
Federal administration	National Component, P.S.A.C. (CLC)
	Union of National Defence Employees, P.S.A.C. (CLC)
Provincial administration	B.C. Government Employees (CLC)
	Quebec Government Employees (CNTU)
	Saskatchewan Government Employees (Ind.)
Local administration	Fire Fighters (AFL-CIO/CLC)
	Public Employees (CLC)
Other government offices	Independant Local-Foreign Service Officers

Table 3—Union Membership, by Province, 1969

Province	Number of Locals	Locals Responding	
		Number	Membership
Newfoundland	172	146	23,649
Prince Edward Island	53	53	3,622
Nova Scotia	456	456	59,361
New Brunswick	414	400	48,076
Quebec	2,690	2,386	606,410
Ontario	3,210	2,975	753,513
Manitoba	376	358	72,390
Saskatchewan	405	383	52,534
Alberta	499	483	87,792
British Columbia	931	923	261,134
Yukon & N.W. Territories	34	27	1,942
Two or more provinces*	62	61	35,724
Adjustment entry†			68,469
	9,302	8,651	2,074,616

*Includes membership of Seafarers, Transportation-Communication Employees, United Telegraph Workers and Actors' Equity.

† Represents difference between total membership as reported by union headquarters and that reported in the survey of local unions.

Table 4—Union Membership by Canada Manpower Centre Area, 1969

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
NEWFOUNDLAND			
Corner Brook	29	2,793	
Grand Falls	36	6,935	
St. John's	84	10,536	
Wabush	13	2,259	
Two or more areas	10	1,126	
PRINCE EDWARD ISLAND			
Charlottetown	38	2,482	Summerside
NOVA SCOTIA			
Amherst	23	1,661	
Bridgewater	16	1,202	
Halifax	122	23,596	
Dartmouth	30	1,675	
Kentville	37	2,257	Liverpool
New Glasgow	49	6,181	
Port Hawkesbury	14	1,771	
Sydney	58	8,752	
Glace Bay	23	4,177	
North Sydney	20	2,119	
Truro	22	1,257	
Yarmouth	19	2,206	
Two or more areas	14	1,685	
NEW BRUNSWICK			
Bathurst	41	4,419	
Campbellton	38	7,160	
Edmundston	20	1,917	Minto
Fredericton	50	3,906	St. Stephen
Moncton	86	9,403	Sussex
Newcastle	23	2,413	
Saint John	108	14,416	
Woodstock	17	1,021	
Two or more areas	10	1,697	
QUEBEC			
Alma	35	3,582	
Asbestos	8	1,901	Causapscal
Baie Comeau	46	6,830	Chandler
Beauharnois	21	2,211	Cowansville
Buckingham	16	1,358	Dolbeau
Chicoutimi	43	7,957	Forestville
Drummondville	38	4,719	Cap aux Meules
Farnham	15	1,351	
Gaspé	13	3,320	
Granby	46	6,386	
Hull	64	7,792	
Joliette	62	4,973	
Jonquiere	46	8,712	
Lachute	20	2,385	Lac Mégantic
La Malbaie	18	1,947	Louiseville
La Tuque	17	1,995	Maniwaki
Levis	39	3,760	Matane
Magog	10	1,988	Mont Laurier
Montmagny	17	1,590	New Richmond
Montreal (Metro)	817	304,619	Plessisville
Laval	12	2,349	Ste. Agathe des Monts
Pointe Claire	26	2,234	
Port Alfred	15	1,801	
Quebec City	236	42,611	

Table 4—Union Membership by Canada Manpower Centre Area, 1969 (Cont.)

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
Rimouski	31	3,745	
Riviere du Loup	33	1,830	
Roberval	32	3,271	
Rouyn	54	5,092	
Sept Iles	30	3,546	
Shawinigan	52	7,008	
Sherbrooke	97	14,132	
Sorel	50	7,474	
Ville St. Georges	19	2,206	
St. Hyacinthe	44	6,070	
St. Jean	69	7,329	
St. Jerome	28	3,019	
Ste. Thérèse	31	4,796	
Thetford Mines	33	5,117	
Trois Rivieres	79	13,235	
Val D'Or	57	4,288	
Valleyfield	41	4,404	
Victoriaville	40	4,847	
Two or more areas	48	68,809	
ONTARIO			
Barrie	28	3,803	Arnprior
Belleville	45	5,108	Bracebridge
Brampton	58	8,352	
Brantford	61	10,697	
Brockville	19	2,850	
Chatham	24	4,561	Carleton Place
Cobourg	24	2,653	
Collingwood	12	1,953	
Cornwall	50	6,637	
Elliot Lake	12	1,642	
Fort Erie	20	1,558	
Fort Frances	24	1,963	
Fort William	41	5,220	
Galt	66	6,513	Gananoque
Guelph	56	6,366	Goderich
Hamilton	210	55,543	Hawkesbury
Kapuskasing	16	2,008	
Kenora	40	3,501	
Kingston	49	10,434	
Kirkland Lake	17	1,703	
Kitchener	83	17,600	
Leamington	8	1,062	
Lindsay	16	1,069	Listowel
London	117	27,939	

Table 4—Union Membership by Canada Manpower Centre Area, 1969 (Cont.)

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
Midland	19	1,394	Napanee
Newmarket	18	1,504	New Liskeard
Niagara Falls	49	5,276	
North Bay	44	3,337	
Oakville	37	10,492	Orillia
Oshawa	67	23,624	
Ottawa	164	40,761	
Owen Sound	27	2,133	Parry Sound
Pembroke	36	3,427	Perth
Peterborough	61	10,176	Picton
Port Arthur	47	4,841	
Port Colborne	17	2,300	
Prescott	16	1,863	Renfrew
Sarnia	41	9,469	
Sault Ste. Marie	72	15,041	
Simcoe	21	1,506	
Smiths Falls	23	1,562	
St. Catharines	82	20,739	
St. Thomas	42	3,856	
Stratford	35	3,324	Sturgeon Falls
Sudbury	79	29,708	Tillsonburg
Timmins	48	5,363	
Toronto (Metro)	621	253,875	
Trenton	26	1,427	
Walkerton	8	1,470	
Wallaceburg	8	1,599	
Welland	39	8,068	
Windsor	100	40,495	
Woodstock	28	4,227	
Two or more areas	99	40,445	
MANITOBA			
Brandon	31	2,130	Dauphin
Flin Flon	13	2,442	
Gillam	6	1,127	Morden
Selkirk	24	1,939	Portage la Prairie
The Pas	16	3,422	
Winnipeg	250	56,901	
Two or more areas	9	3,169	
SASKATCHEWAN			
Moose Jaw	33	2,850	Estevan
North Battleford	21	2,682	Lloydminster
Prince Albert	47	5,003	
Regina	106	20,036	
Saskatoon	111	14,207	Swift Current
Yorkton	29	1,691	Weyburn
Two or more areas	19	3,973	

Table 4—Union Membership by Canada Manpower Centre Area, 1969

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
ALBERTA			
Calgary	140	27,766	Blairmore
Edmonton	170	40,250	Drumheller
Edson	13	1,021	Grande Prairie
Lethbridge	52	3,706	Peace River
Medicine Hat	35	2,829	
Red Deer	22	1,119	St. Paul
Two or more areas	19	8,764	Stettler
BRITISH COLUMBIA			
Abbotsford	16	1,018	Courtenay
Chilliwack	15	1,186	
Campbell River	19	2,515	
Cranbrook	30	2,792	Dawson Creek
Duncan	11	5,328	Fort St. John
Kamloops	38	5,046	
Kelowna	15	2,945	
Nanaimo	22	2,890	
Nelson	20	1,636	
New Westminster	60	15,964	
Penticton	27	2,660	
Port Alberni	13	5,935	
Powell River	12	2,468	
Prince George	43	7,677	
Prince Rupert	39	4,616	Quesnel
Burnaby	9	2,118	
Trail	17	3,653	
Terrace	24	3,392	
Vancouver (Metro)	279	127,724	Vernon
Revelstoke	15	4,186	Williams Lake
Victoria	103	17,770	White Rock
Two or more areas	53	34,462	
YUKON-NORTHWEST TERRITORIES			
Whitehorse	21	1,046	Yellowknife

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended December 13, 1969		8,095	− 0.2	+ 2.0
Employed		7,712	− 0.6	+ 1.9
Agriculture		457	− 6.9	− 2.1
Non-agriculture		7,255	− 0.2	+ 2.2
Paid workers		6,720	− 0.1	+ 2.4
At work 35 hours or more		6,223	+23.1	+ 2.0
At work less than 35 hours		1,276	−47.6	+ 2.1
Employed but not at work		213	−21.1	− 1.8
Unemployed		383	+ 8.2	+ 2.7
Atlantic		46	+15.0	+ 2.2
Quebec		152	+ 6.3	—
Ontario		95	+15.9	+ 9.2
Prairie		44	+ 7.3	− 2.2
British Columbia		46	− 4.2	+ 4.5
Without work and seeking work		350	+ 5.7	+ 2.0
On temporary layoff up to 30 days		33	+43.5	+ 1.0
INDUSTRIAL EMPLOYMENT (1961 =100)†	November	129.6	− 0.2	+ 3.1
Manufacturing employment (1961 =100)†	November	126.4	+ 0.1	+ 1.9
IMMIGRATION	1st 9 mos.	119,692	—	−12.2
Destined to the labour force	1st 9 mos.	63,124	—	−10.6
STRIKES AND LOCKOUTS				
Strikes and lockouts	December	67	−25.6	+15.5
No. of workers involved	December	11,719	−76.3	−11.2
Duration in man days	December	138,290	−65.6	+31.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	November	123.05	+ 1.8	+ 8.5
Average hourly earnings (mfg.)†	November	2.80	+ 0.7	+ 7.9
Average weekly hours paid †	November	40.3	− 0.2	− 1.5
Average weekly wages (mfg.)†	November	115.74	+ 0.5	+ 6.5
Consumer price index (1961 =100)	December	127.9	+ 0.4	+ 4.6
Index numbers of weekly wages in 1961 dollars (1961 =100)‡	October	121.4	− 0.2	+ 1.8
Total labour income (Millions of dollars)†	November	(data unavailable at press time)		
INDUSTRIAL PRODUCTION‡				
Total (average 1961 =100)	November	168.5	+ 1.8	+ 2.0
Manufacturing	November	169.2	+ 1.6	+ 2.4
Durables	November	189.2	+ 2.8	+ 1.0
Non-durables	November	153.1	+ 0.5	+ 3.9
NEW RESIDENTIAL CONSTRUCTION**				
Starts	November	12,555	−17.6	−34.1
Completions	November	15,222	− 3.0	+ 8.1
Under construction	November	115,672	− 2.9	+10.7

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force

B-1 — Labour Income

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended December 13, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,095	641	2,256	3,022	1,334	842
Men	5,488	435	1,558	2,018	910	567
Women	2,607	206	698	1,004	424	275
14-19 years	757	66	202	251	152	86
20-24 years	1,210	123	379	406	188	114
25-44 years	3,512	243	1,003	1,359	538	369
45-64 years	2,421	195	621	931	418	256
65 years and over	195	14	51	75	38	17
EMPLOYED	7,712	595	2,104	2,927	1,290	796
Men	5,192	397	1,440	1,946	875	534
Women	2,520	198	664	981	415	262
Agriculture	457	20	90	122	204	21
Non-agriculture	7,255	575	2,014	2,805	1,086	775
Paid workers	6,720	529	1,838	2,626	1,010	717
Men	4,387	348	1,235	1,699	635	470
Women	2,333	181	603	927	375	247
UNEMPLOYED	383	46	152	95	44	46
Men	296	38	118	72	35	33
Women	87	*	34	23	*	13
PERSONS NOT IN LABOUR FORCE	6,714	732	1,986	2,276	1,063	657
Men	1,851	245	535	596	297	178
Women	4,863	487	1,451	1,680	766	479

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended December 13, 1969

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,809	2,454	4,223	1,149	4,288	1,142	1,553
LABOUR FORCE	8,095	757	4,012	902	1,468	761	195
Employed	7,712	678	3,857	820	1,431	740	186
Unemployed	383	79	155	82	37	21	**
NOT IN LABOUR FORCE	6,714	1,697	211	247	2,820	381	1,358
PARTICIPATION RATE†							
1969—December 13	54.7	30.8	95.0	78.5	34.2	66.6	12.6
November 15	54.9	31.4	95.5	78.8	34.0	67.5	12.8
UNEMPLOYMENT RATE‡							
1969—December 13	4.7	10.4	3.9	9.1	2.5	2.8	**
November 15	4.4	9.8	3.3	7.8	2.5	3.7	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended December 13, 1969

	December 1969	November 1969	December 1968
	(in thousands)		
TOTAL UNEMPLOYED	383	354	373
On temporary layoff up to 30 days	33	23	30
Without work and seeking work	350	331	343
Seeking:			
Full-time work	328	306	320
Part-time work	22	25	23
Under 1 month	106	111	110
1-3 months	149	132	142
4-6 months	49	41	47
More than 6 months	46	47	44

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation Storage and Communication**	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals ††
	Monthly Totals									
	(millions of dollars)									
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
1968—November	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.3	3,257.6
June	75.8	859.3	280.8	43.6	241.3	58.7	477.5	1,106.0	188.6	3,359.6
July	74.1	846.2	287.3	47.0	262.0	59.2	469.0	1,142.7	182.4	3,403.6
August	72.8	850.6	294.3	46.9	280.8	60.3	469.0	1,139.3	179.7	3,429.6
September*	71.6	868.3	289.3	48.1	285.4	59.9	485.5	1,137.4	175.0	3,451.7
October†	73.0	863.8	285.4	46.6	279.0	59.8	493.8	1,140.4	172.2	3,438.5
November‡	(data unavailable at press time)									
Seasonally Adjusted										
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—November	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,026.7	161.6	3,120.9
February	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,047.8	164.5	3,169.8
March	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,048.7	165.8	3,196.4
April	78.4	827.2	271.4	41.1	233.4	57.0	459.0	1,057.9	167.1	3,216.4
May	74.9	838.1	271.8	41.0	226.9	57.7	465.6	1,090.8	170.2	3,260.0
June	73.7	844.9	275.9	40.2	225.4	58.1	470.9	1,089.2	173.5	3,275.3
July	72.9	849.6	277.6	41.2	233.1	57.8	368.5	1,134.3	174.1	3,331.7
August	71.7	837.2	285.2	40.3	245.0	58.5	471.3	1,133.0	174.7	3,339.8
September*	71.9	849.6	280.9	40.1	250.2	58.9	485.0	1,121.5	175.3	3,356.7
October†	73.4	848.5	282.0	39.4	245.0	59.3	489.4	1,130.7	176.0	3,366.9
November‡	(data unavailable at press time)									

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at September 1969 employers in the principal non-agricultural industries reported a total employment of 3,857,897. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.30	123.5	122.8	100.13
1967	122.6	131.4	102.79	123.2	130.6	106.53
1968	122.7	140.4	109.88	122.1	140.3	114.42
1968—September	126.7	143.8	112.52	125.8	143.6	117.08
October	126.0	144.3	112.90	124.6	144.8	118.08
November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August*	131.1	152.2	119.07	127.9	150.3	122.55
September†	130.2	153.7	120.22	126.9	153.9	125.50

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	September 1969	August 1969	September 1968	September 1969	August 1969	September 1968
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	125.9	128.6	122.5	98.79	98.38	91.45
Newfoundland	130.6	133.1	126.3	106.20	105.53	101.26
Prince Edward Island	148.7	154.6	150.4	80.23	79.14	69.40
Nova Scotia	120.6	123.1	118.2	98.23	97.41	89.68
New Brunswick	127.1	130.1	122.8	96.44	96.80	89.43
Quebec	124.3	125.1	121.8	117.56	116.60	110.21
Ontario	131.9	132.0	129.7	123.87	122.44	116.81
Prairie Region	131.0	132.1	125.9	114.49	114.97	105.99
Manitoba	122.6	123.0	119.6	109.66	110.12	102.23
Saskatchewan	122.5	123.7	123.6	108.35	109.88	103.74
Alberta	141.7	143.2	132.1	120.21	120.30	109.75
British Columbia	143.3	146.4	133.7	133.81	130.64	123.24
Canada	130.2	131.1	126.7	120.22	119.07	112.52
URBAN AREAS						
St. John's	142.6	144.2	144.3	94.20	92.39	88.57
Halifax	123.0	121.7	117.1	100.12	99.97	92.61
Sydney	93.1	92.7	102.9	102.94	104.81	97.19
Moncton	133.7	134.5	121.7	94.79	94.65	87.54
Saint John	114.2	114.6	111.6	100.18	102.69	91.61
Chicoutimi	114.9	118.0	108.7	134.12	134.97	126.70
Montreal	125.6	125.7	123.8	118.73	117.80	111.86
Quebec	120.9	121.9	118.8	103.67	103.68	94.66
Shawinigan	94.7	97.4	99.9	119.97	120.18	114.13
Sherbrooke	120.2	120.3	116.9	101.68	99.66	94.77
Trois-Rivières	119.5	117.7	113.5	111.78	107.86	103.93
Ottawa-Hull	140.6	142.5	131.9	113.48	112.97	104.56
Belleville	128.5	127.8	126.8	103.80	103.57	98.02
Brampton	292.6	287.5	264.7	124.00	121.02	115.79
Brantford	140.6	146.3	133.2	111.26	108.74	105.51
Fort William-Port Arthur	126.8	128.3	128.0	117.69	118.19	108.77
Guelph	143.6	144.4	139.6	113.86	111.65	106.26
Hamilton	109.5	108.9	122.4	122.69	122.34	118.77
Kingston	128.7	131.9	123.1	116.14	115.90	109.62
Kitchener	159.5	158.7	148.8	110.98	109.82	105.59
London	128.3	126.6	125.2	115.39	114.77	108.71
Niagara Falls	125.4	128.7	117.3	111.57	109.80	104.94
Oshawa	147.5	144.2	142.7	143.58	139.58	144.16
Peterborough	143.6	142.5	135.8	124.37	121.72	116.20
Sarnia	145.4	147.7	144.0	161.64	157.42	149.98
Sault Ste. Marie	71.2	104.5	122.3	126.42	107.69	124.81
Sudbury	56.4	64.1	118.0	127.30	131.17	138.02
St. Catharines	149.2	145.3	145.3	134.75	133.06	124.04
Timmins	72.9	74.4	74.0	110.87	106.91	101.51
Toronto	137.0	136.1	130.6	125.77	124.35	117.18
Welland	101.4	99.5	107.4	140.92	144.14	130.32
Windsor	161.9	158.6	157.7	148.01	141.52	140.98
Winnipeg	124.7	124.3	119.3	101.96	102.61	94.69
Regina	126.9	127.6	127.0	105.54	106.51	98.89
Saskatoon	146.5	146.8	150.0	102.16	103.27	98.78
Calgary	152.4	154.1	138.2	120.82	120.01	109.19
Edmonton	149.7	150.2	139.7	114.69	114.74	105.06
Vancouver	143.4	147.2	133.2	128.74	125.49	118.86
Victoria	138.3	138.0	123.1	112.52	112.62	105.15

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

		Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
				Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
							(in thousands)						
Canada													
September	1969*	—	113.4	900.8	818.5	433.6	—	1,098.9	301.8	1,128.1	724.8	432.1	6,729.1
August	1969*	81.9	116.7	909.8	814.4	436.3	692.7	1,073.6	303.8	1,096.5	739.3	441.7	6,715.7
September	1968..	76.3	121.2	878.8	804.4	411.4	664.0	993.7	282.3	1,071.3	641.0	414.7	6,369.1
NEWFOUNDLAND													
August	1969*	2.8	5.4	12.2	2.9	10.4	14.8	18.2	2.2	22.3	9.4	10.1	109.9
July	1969†	3.1	4.2	12.7	2.0	9.5	14.0	18.2	2.2	22.0	9.7	10.3	108.0
August	1968..	3.1	5.9	10.5	2.3	10.2	15.3	16.6	2.0	22.5	8.5	9.3	106.1
PRINCE EDWARD ISLAND													
August	1969*	0.1	—	2.9	0.5	2.3	3.3	4.5	0.6	6.1	2.7	2.4	25.6
July	1969†	0.1	—	2.4	0.3	2.1	2.5	4.5	0.6	6.2	2.3	2.3	23.3
August	1968..	0.2	—	2.4	0.4	2.4	3.2	4.0	0.6	5.9	2.1	2.6	24.0
NOVA SCOTIA													
August	1969*	2.7	5.7	20.2	15.6	16.8	23.2	33.8	7.0	40.3	18.0	22.5	205.7
July	1969†	2.6	5.8	19.8	15.0	16.1	22.9	32.1	7.1	39.5	17.4	21.7	200.1
August	1968..	3.0	6.9	19.9	15.2	15.7	22.6	32.5	6.6	36.5	15.7	21.9	196.4
NEW BRUNSWICK													
August	1969*	8.7	2.6	21.4	11.9	13.1	21.4	26.6	4.6	30.3	11.4	12.8	164.8
July	1969†	8.0	2.5	20.5	14.4	10.9	20.9	25.3	4.6	30.3	11.6	13.0	162.0
August	1968..	9.5	2.6	19.8	12.2	9.9	21.0	25.4	4.5	29.9	10.6	12.9	158.5
QUEBEC													
August	1969*	26.2	26.6	339.5	203.4	94.7	188.9	269.6	85.1	309.3	185.0	95.2	1,823.7
July	1969†	27.2	25.3	325.6	199.7	92.9	187.5	255.3	84.3	311.0	185.0	95.1	1,788.9
August	1968..	28.2	26.3	328.4	199.3	95.0	185.4	242.2	80.4	291.6	163.1	90.4	1,730.4
ONTARIO													
August	1969*	11.6	25.3	387.6	445.9	169.7	222.4	420.5	133.2	402.8	298.5	177.0	2,694.7
July	1969†	10.7	29.2	376.2	444.6	165.0	214.1	415.7	142.0	407.2	301.7	177.2	2,683.7
August	1968..	12.2	35.7	377.4	445.6	156.1	210.1	381.6	121.5	378.8	259.1	178.2	2,556.5
MANITOBA													
August	1969*	1.4	7.8	29.2	22.9	20.1	48.5	56.3	13.6	49.5	34.8	20.9	304.9
July	1969†	1.3	7.7	28.1	22.0	19.2	46.3	54.7	12.9	51.4	35.9	21.2	300.7
August	1968..	0.8	6.9	28.3	20.5	18.9	48.1	52.2	13.1	47.0	29.2	21.2	286.3
SASKATCHEWAN													
August	1969*	0.5	5.1	10.7	5.8	15.3	27.4	39.6	8.5	47.0	22.0	21.5	203.4
July	1969†	0.4	5.2	10.6	5.7	14.5	27.9	39.7	8.5	47.3	21.9	21.4	203.1
August	1968..	0.4	5.2	10.5	6.1	16.7	27.6	40.2	8.1	43.5	20.1	19.8	198.3
ALBERTA													
August	1969*	2.3	23.5	28.4	27.3	45.7	54.6	87.0	18.9	88.3	63.3	35.0	474.4
July	1969†	2.2	23.3	28.2	27.5	46.7	56.8	85.1	19.0	91.7	63.4	34.4	478.4
August	1968..	2.3	20.1	27.5	24.0	40.5	50.9	80.0	17.9	85.3	54.0	33.0	435.7
BRITISH COLUMBIA													
August	1969*	25.4	11.8	57.6	79.2	47.2	85.8	115.9	30.1	99.2	92.1	41.6	686.0
July	1969†	24.8	10.7	56.6	78.6	44.5	78.5	114.7	31.8	100.5	86.9	41.0	668.7
August	1968..	20.4	10.3	56.8	72.9	39.0	80.0	102.6	28.3	92.8	77.1	39.8	619.4

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.
**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.
†† Excludes non-civilian employees.
Basis: 1960 Standard Industrial Classification.
Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	September 1969	August 1969	September 1968	September 1969	August 1969	September 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	101.2	103.5	110.4	149.42	147.97	141.13
Metals	84.6	87.0	102.7	147.97	146.07	141.87
Mineral fuels	101.1	101.2	102.2	162.31	160.64	148.17
Non-metals except fuels	135.8	138.6	124.0	139.15	135.20	130.98
Quarries and sand pits	119.3	120.1	116.0	137.38	136.48	123.16
Services incidental to mining	161.3	168.2	160.4	151.36	154.40	143.85
MANUFACTURING	126.9	127.9	125.8	125.50	122.55	117.08
Durable goods	136.1	136.4	135.3	136.47	131.99	127.87
Non-durable goods	119.5	121.0	118.1	115.37	113.85	107.09
Food and beverages	119.4	121.9	121.2	107.74	105.73	100.24
Foods	120.2	122.5	122.2	103.95	101.33	96.98
Beverages	114.6	118.1	114.9	132.70	134.39	122.06
Tobacco processing and products	87.6	87.2	91.3	139.43	135.40	124.33
Rubber products	127.4	129.0	124.4	129.13	124.99	121.68
Leather products	97.2	101.5	101.7	81.32	81.88	77.33
Textile products	118.1	120.2	119.3	104.53	103.24	97.94
Knitting mills	117.4	119.4	117.4	79.51	78.74	72.74
Clothing	111.9	112.3	110.8	76.42	78.09	70.47
Wood products	114.6	116.6	112.9	114.93	111.49	106.54
Furniture and fixtures	139.5	137.8	131.0	104.11	103.22	98.10
Paper and allied industries	124.2	125.8	118.1	145.06	143.11	134.87
Printing, publishing and allied industries	117.1	116.0	114.2	130.79	129.49	122.16
Primary metal industries	100.0	106.7	127.1	150.42	144.45	138.93
Metal fabricating industries	137.0	136.5	133.9	133.51	129.82	124.29
Machinery, except electrical	154.5	152.4	143.0	141.97	137.55	133.32
Transportation equipment	162.1	158.5	154.0	154.48	147.75	145.52
Electrical products	153.8	153.6	145.0	127.58	123.96	119.60
Non-metallic mineral products	125.6	125.4	122.2	135.97	133.86	125.59
Petroleum and coal products	103.3	105.4	104.1	183.25	179.74	170.37
Chemicals and chemical products	121.0	122.1	118.0	141.77	139.23	131.42
Miscellaneous manufacturing industries	152.4	153.3	141.9	106.45	105.00	99.55
CONSTRUCTION	134.1	136.3	133.9	159.57	156.85	145.05
Building	142.9	144.7	139.0	157.68	153.34	141.12
Engineering	118.9	121.8	124.9	163.48	164.11	152.59
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	115.0	117.2	113.0	135.07	135.65	125.08
Transportation	111.2	113.6	110.1	134.01	135.55	123.78
Storage	109.4	111.2	113.5	119.23	117.67	111.81
Communication	122.8	124.1	118.3	130.23	129.15	119.98
TRADE	138.7	134.9	130.3	94.51	94.63	88.16
Wholesale trade	131.3	130.6	124.4	119.02	118.00	110.55
Retail trade	142.8	137.3	133.6	82.11	82.41	76.59
FINANCE, INSURANCE AND REAL ESTATE	139.7	140.4	131.7	113.33	114.24	107.84
Financial institutions	144.9	145.6	135.0	111.58	111.55	105.56
Insurance and real estate	132.6	133.4	127.4	115.89	118.18	111.10
SERVICE	178.8	184.3	164.4	84.65	84.89	79.62
Recreational services	167.5	189.0	152.2	83.53	85.61	70.65
Business services	196.1	195.4	178.0	129.78	129.93	123.17
Personal services	165.4	166.3	153.3	62.57	63.25	58.67
Miscellaneous services	208.7	227.0	191.5	87.17	85.68	86.81
INDUSTRIAL COMPOSITE	130.2	131.1	126.7	120.22	119.07	112.52

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1969	Aug. 1969	Sept. 1968	Sept. 1969	Aug. 1969	Sept. 1968	Sept. 1969	Aug. 1969	Sept. 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.7	41.2	41.9	3.24	3.24	3.12	134.97	133.49	130.60
Metals	41.0	40.0	41.2	3.30	3.31	3.26	135.37	132.47	134.28
Mineral fuels	41.4	42.2	42.3	2.98	2.97	2.65	123.64	125.37	112.07
Non-metals, except fuels	42.0	41.2	43.0	3.15	3.09	2.91	132.12	127.21	125.23
Quarries and sand pits	48.9	48.6	48.4	2.82	2.79	2.48	137.75	135.72	120.19
Services incidental to mining	40.9	42.1	41.2	3.56	3.60	3.39	145.59	151.42	139.82
MANUFACTURING	40.7	40.1	41.0	2.82	2.78	2.62	114.70	111.37	107.43
Durable goods	41.6	40.6	41.8	3.05	3.00	2.86	126.86	121.85	119.56
Non-durable goods	39.9	39.7	40.1	2.59	2.56	2.38	103.12	101.51	97.39
Food and beverages	40.1	39.3	40.4	2.42	2.40	2.23	96.78	94.37	90.10
Foods	40.0	39.2	40.5	2.33	2.31	2.16	93.42	90.60	87.51
Beverages	40.5	40.9	39.9	3.10	3.10	2.83	125.57	126.82	112.94
Tobacco processing and products	37.9	36.8	37.4	3.41	3.37	3.06	129.35	124.14	114.28
Rubber products	41.5	40.6	42.1	2.94	2.86	2.71	121.74	116.24	114.01
Leather products	38.3	39.2	39.7	1.92	1.90	1.79	73.42	74.64	71.18
Textile products	41.1	41.0	42.0	2.25	2.24	2.08	92.63	91.55	87.29
Miscellaneous textiles	40.8	40.0	41.5	2.44	2.43	2.28	99.75	97.19	94.63
Knitting mills	40.5	41.0	40.5	1.74	1.71	1.58	70.29	70.02	63.99
Clothing	36.6	37.7	36.3	1.90	1.90	1.76	69.36	71.57	63.82
Wood products	39.6	39.6	40.4	2.77	2.68	2.52	109.42	105.94	101.71
Furniture and fixtures	42.7	42.7	42.8	2.27	2.24	2.13	97.03	95.61	91.07
Paper and allied industries	41.2	40.7	41.4	3.32	3.32	3.06	136.85	134.82	126.70
Pulp and paper mills	41.3	40.9	41.3	3.63	3.61	3.35	149.97	147.90	138.43
Printing, publishing and allied industries	38.4	38.3	38.5	3.38	3.36	3.12	129.83	128.88	120.39
Primary metal industries	41.0	39.1	40.6	3.37	3.36	3.21	138.13	131.29	130.51
Iron and steel mills	40.4	36.4	39.5	3.55	3.57	3.34	143.59	129.74	131.81
Metal fabricating industries	41.6	40.7	41.9	3.04	3.01	2.81	126.52	122.38	117.82
Machinery, except electrical	41.0	40.7	41.9	3.22	3.16	2.99	131.83	128.40	125.09
Transportation equipment	42.8	41.3	43.1	3.40	3.34	3.20	145.55	137.96	137.84
Aircraft and parts	43.3	40.8	42.5	3.42	3.38	3.06	147.86	137.73	130.10
Motor vehicles	42.8	41.4	43.9	3.52	3.46	3.35	150.68	143.08	147.32
Assembling	44.1	42.1	46.3	3.81	3.72	3.66	168.10	156.97	169.55
Parts and accessories	41.7	40.8	41.8	3.34	3.29	3.11	139.19	134.29	130.11
Shipbuilding and repairing	41.5	41.3	40.0	3.36	3.29	3.03	139.49	135.61	121.19
Electrical products	41.0	39.8	41.0	2.74	2.70	2.55	112.24	107.51	104.62
Communications equipment	40.7	39.7	40.6	2.71	2.62	2.43	110.09	103.82	98.46
Non-metallic mineral products	43.4	42.8	43.9	3.03	3.00	2.75	131.35	128.34	120.53
Petroleum and coal products	43.0	42.8	43.3	3.82	3.75	3.66	164.01	160.48	158.56
Chemical and chemical products	41.0	40.3	40.8	3.03	2.99	2.83	124.36	120.42	115.51
Miscellaneous manufacturing industries	40.6	40.1	40.6	2.26	2.23	2.09	91.86	89.56	84.73
CONSTRUCTION	41.9	42.0	42.8	3.78	3.70	3.36	158.42	155.49	143.76
Building	39.8	39.4	40.4	3.93	3.85	3.45	156.59	151.64	139.35
General contractors	40.6	39.9	40.4	3.89	3.76	3.33	157.91	149.79	134.40
Special trade contractors	39.2	39.0	40.4	3.97	3.92	3.55	155.55	153.13	143.35
Engineering	46.3	47.3	47.6	3.50	3.46	3.20	162.22	163.41	152.31
Highways, bridges and streets	48.4	49.2	49.2	3.05	3.00	2.70	147.78	147.78	132.83
Other engineering	44.0	45.2	45.9	4.04	3.98	3.73	177.66	179.96	171.21
OTHER INDUSTRIES									
Urban transit	41.4	42.5	41.1	3.49	3.51	3.31	144.42	149.37	136.13
Highway and bridge maintenance	39.9	41.4	38.9	2.61	2.57	2.46	104.29	106.39	95.72
Laundries, cleaners and pressers	37.5	38.0	37.8	1.64	1.63	1.54	61.51	61.79	58.17
Hotels, restaurants and taverns	32.0	33.5	33.3	1.64	1.61	1.51	52.54	53.84	50.31

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
Last Pay Period in					
1968—September	41.0	2.62	107.43	144.3	118.9
October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August*	40.1	2.78	111.37	149.6	118.2
September†	40.7	2.82	114.70	154.1	121.5

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Sept. 1969	Aug. 1969	Sept. 1968	Sept. 1969	Aug. 1969	Sept. 1968
				$	$	$
Newfoundland	41.5	42.7	42.5	2.24	2.16	2.05
Nova Scotia	40.5	40.3	39.5	2.23	2.18	2.05
New Brunswick	40.0	40.3	42.0	2.24	2.25	2.11
Quebec	41.5	41.2	41.7	2.53	2.50	2.35
Ontario	40.9	39.8	41.2	2.96	2.93	2.77
Manitoba	39.8	39.8	39.8	2.51	2.49	2.35
Saskatchewan	40.3	40.0	39.8	2.91	2.91	2.80
Alberta	39.8	40.2	39.1	3.00	2.92	2.69
British Columbia	37.6	37.0	37.5	3.56	3.48	3.25

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 749, December 1969 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—September	5,282,000	5,022,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900
November	5,411,000	5,069,400	341,600
October	5,346,000	5,081,500	264,500
September	5,356,000	5,109,300	246,700

Table E-4—Benefit Payments, by Province, October 1969

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	25,072	773,791
Prince Edward Island	2,084	57,398
Nova Scotia	29,140	940,632
New Brunswick	23,009	664,496
Quebec	277,677	8,910,915
Ontario	267,650	9,030,329
Manitoba	25,142	760,611
Saskatchewan	20,354	615,613
Alberta	30,210	945,748
British Columbia	84,498	2,826,977
Total, Canada, October 1969	784,836	25,526,510
Total, Canada, September 1969	745,235	24,008,143
Total, Canada, October 1968	777,269	20,842,853

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	October 1969			October 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	124,200	89,301	34,899	117,469	80,392	37,077
Newfoundland	4,006	2,791	1,215	3,781	2,625	1,156
Prince Edward Island	366	274	92	387	281	106
Nova Scotia	5,308	3,449	1,859	4,435	2,997	1,438
New Brunswick	4,939	3,589	1,350	4,258	3,037	1,221
Quebec	39,964	28,179	11,785	41,716	27,224	14,492
Ontario	38,279	28,158	10,121	33,908	24,154	9,754
Manitoba	3,924	2,844	1,080	3,717	2,692	1,025
Saskatchewan	4,135	2,943	1,192	2,757	2,074	683
Alberta	5,185	3,841	1,344	5,044	3,656	1,388
British Columbia	18,094	13,233	4,861	17,466	11,652	5,814

* In addition, revised claims received numbered 35,454.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at October 31, 1969

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants Oct. 31, 1968
Canada	280,035	125,852	66,807	49,986	37,390	264,518
Male	166,734	84,954	37,406	25,741	18,633	158,917
Female	113,301	40,898	29.401	24,245	18,757	105,601
NEWFOUNDLAND	8,560	3,986	2,283	1,305	986	8,187
Male	6,549	3,400	1,680	885	584	6,217
Female	2,011	586	603	420	402	1,970
PRINCE EDWARD ISLAND	861	275	313	166	107	1,024
Male	511	148	202	94	67	578
Female	350	127	111	72	40	446
NOVA SCOTIA	11,561	4,913	2,336	2,858	1,454	11,061
Male	8,272	3,710	1,514	2,046	1,002	7,462
Female	3,289	1,203	822	812	452	3,599
NEW BRUNSWICK	10,120	4,800	2,226	1,793	1,301	9,510
Male	5,964	2,933	1,212	1,050	769	6,427
Female	4,156	1,867	1,014	743	532	3,083
QUEBEC	98,021	42,244	24,402	15,707	15,668	90,885
Male	61,060	29,407	15,085	8,462	8,106	59,533
Female	36,961	12,837	9,317	7,245	7,562	31,352
ONTARIO	90,106	39,349	22,127	18,362	10,268	82,847
Male	48,807	24,403	11,600	8,543	4,261	43,427
Female	41,299	14,946	10,527	9,819	6,007	39,420
MANITOBA	8,946	4,836	1,677	1,197	1,236	9,321
Male	4,912	3,043	734	515	620	4,834
Female	4,034	1,793	943	682	616	4,487
SASKATCHEWAN	7,623	4,257	1,452	1,140	774	5,366
Male	4,542	3,031	718	438	355	2,882
Female	3,081	1,226	734	702	419	2,484
ALBERTA	10,180	5,065	2,328	1,549	1,238	10,965
Male	5,344	3,277	984	512	571	5,805
Female	4,836	1,788	1,344	1,037	667	5,160
BRITISH COLUMBIA	34,057	16,127	7,663	5,909	4,358	35,352
Male	20,773	11,602	3,677	3,196	2,298	21,752
Female	13,284	4,525	3,986	2,713	2,060	13,600

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcoho
				(1961 = 100)				
1964—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
				(1949 = 100)				
December	165.2*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—December, 1969

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcoho
	Dec. 69	Nov. 69	Dec. 68							
					(1961 = 100)					
St. John's, Nfld.	120.5	120.0	117.7	121.9	113.8	126.2	113.1	132.9	110.9	144.0
Halifax	122.6	122.0	115.9	130.2	115.4	124.3	113.0	138.2	126.0	127.8
Saint John	122.0	121.5	116.4	127.3	114.0	127.8	120.2	130.5	126.6	126.6
Montreal	123.1	122.8	120.0	125.7	115.3	123.2	123.4	129.9	137.3	128.5
Ottawa	125.8	125.4	120.2	131.1	117.1	128.5	120.0	139.8	135.6	132.2
Toronto	126.6	126.1	121.5	129.9	119.8	130.1	128.2	135.3	124.2	130.2
Winnipeg	126.2	125.4	120.3	131.1	114.8	134.9	126.1	144.5	128.1	129.1
Saskatoon-Regina	121.6	121.3	117.7	129.1	114.7	126.9	114.2	126.3	128.4	122.1
Edmonton-Calgary	123.5	123.2	118.9	127.1	117.6	125.5	119.0	139.6	130.1	122.7
Vancouver	121.0	120.1	116.8	128.3	114.9	125.3	117.3	129.8	119.2	113.2

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices a between cities.

G—Strikes and Lockouts

tatistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Depart-ent of Labour on the base of reports from the Canada Manpower Division, Department of Manpower and Immigration. The rst three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers in-olved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, re not included.

able G-1—Strikes and Lockouts, 1964-1969

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per cent of Estimated Working Time
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
1968—December	17	58	13,196	104,980	0.08
1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10

Preliminary.

able G-2—Strikes and Lockouts, by Industry, December 1969, (Preliminary)

Industry	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
orestry	1	1	125	750
lines	—	2	375	7,880
lanufacturing	11	40	4,784	70,950
onstruction	1	4	4,850	41,850
ransportation and utilities	3	6	438	8,050
rade	2	7	723	4,470
inance	—	—	—	—
ervice	—	6	318	4,020
ublic administration	1	1	106	320
All Industries	19	67	11,719	138,290

Table G-3—Strikes and Lockouts, by Jurisdiction, December 1969, (Preliminary)

Jurisdiction	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	1	37	780
Prince Edward Island	—	—	—	—
Nova Scotia	5	5	4,588	25,120
New Brunswick	1	2	169	910
Quebec	1	11	1,119	21,700
Ontario	7	27	4,355	68,050
Manitoba	1	2	390	6,490
Saskatchewan	—	4	322	4,210
Alberta	—	2	165	3,470
British Columbia	3	12	474	5,270
Federal	—	1	100	2,290
All Jurisdictions	19	67	11,719	138,290

Table G-4—Strikes and Lockouts Involving 100 or More Workers, December 1969 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: December	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
Martin Lumber Company Ltd. Harcourt, Ont.	Woodworkers Loc. 21000 (AFL-CIO/CLC)	125	750	750	Dec. 11 Dec. 22	Union security, other matter— 14% wage increases, piece-work rates for woodland operation.
Mines						
METAL						
Noranda Mines Ltd., (GECO Division), Manitouwadge, Ont.	CNTU	355	7,460	9,240	Nov. 22 —	Wages—
NON-METAL						
Asbestos Corporation Limited, Thetford Mines, Que.	Metallurgists and Miners Federation (CNTU)	1,902	—	3,800	Nov. 27 Dec. 1	Alleged grievances over parking facilities—Return of workers.
Manufacturing						
FOOD AND BEVERAGES						
General Mills, Rexdale, Ont.	Millers Loc. 230 (AFL-CIO/CLC)	130	260	6,500	Sept. 22 Dec. 3	Wages—Not reported.
Pure Spring Canada Ltd., Ottawa, Ont.	Brewery Workers Loc. 390 (AFL-CIO/CLC)	100	—	3,500	Oct. 10 Dec. 1	Wages, fringe benefits, hours— Return of most workers.
RUBBER						
Firestone Tire & Rubber, Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	210	4,410	7,560	Nov. 8 —	Wages, fringe benefits, overtime—
TEXTILES						
Daly & Morin Limitée, Lachine, Que.	Clothing Workers' Federation (CNTU)	225	4,730	21,160	Aug. 18 —	Wages, hours—
Harding Carpets Ltd., Collingwood, Ont.	Canadian Textile and Chemical Union Loc. 550 (Ind.)	240	3,360	8,400	Oct. 31 Dec. 19	Wages—Wage increases: male 39¢ to 57¢ an hr., female 32¢ to 39¢ an hr. over 2 yrs.
Stauffer Chemical Co. of Canada Ltd., Etobicoke, Ont.	District 50 (U.M.W.A.) Loc. 13286 (Ind.)	226	2,940	2,940	Dec. 11 —	Wages, fringe benefits—
WOOD						
Wayerhausser Quebec Ltée, Princeville, Cté Arthabaska, Que.	Building and Woodworkers' Federation (CNTU)	132	2,770	13,460	Aug. 6 —	Wages, hours, vacations, holidays—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, December 1969 (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	 Accumulated	Starting Date Termination Date	Major Issues Result
Twin River Timber Ltd., Terrace, B.C.	Woodworkers Loc. 1-71 (AFL-CIO/CLC)	115	120	120	Dec. 2 Dec. 3	Not reported—Not reported.
PAPER						
Building Products of Canada Ltd., Hamilton, Ont.	Chemical Workers Loc. 627 (AFL-CIO/CLC)	180	2,340	2,340	Dec. 11 —	Wages, other benefits—
PRIMARY METAL						
McAvity's Division of Crane Canada Ltd., Saint John, N.B.	Machinists Loc. 835 (AFL-CIO/CLC)	135	200	200	Dec. 17 Dec. 19	Interpretation of agreement concerning payment for holidays— Return of workers.
METAL FABRICATING						
Sivaco Wire & Nails Co., Marieville, Que.	Steelworkers Loc. 6818 (AFL-CIO/CLC)	220	4,620	9,020	Nov. 2 —	Wages, seniority, job classification—
TRANSPORTATION EQUIPMENT						
Ferguson Ind. Ltd., Pictou, N.S.	Steelworkers Loc. 4702 (AFL-CIO/CLC)	400	680	680	Dec. 9 Dec. 11	Not reported—Not reported.
ELECTRICAL PRODUCTS						
Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	416	8,740	8,740	Dec. 1 —	Wages, cost-of-living bonus, fringe benefits—
Pioneer Electric, Fort Garry, Man.	Steelworkers Loc. 4297 (AFL-CIO/CLC)	340	5,440	5,440	Dec. 8 —	Wages, methods of promotion—
NON-METALLIC MINERAL PRODUCTS						
Ocean Cement Ltd., and Lafarge Canada Limited, Bamberton, V.I. and Richmond, B.C.	Cement Workers Loc. 277 (AFL-CIO/CLC)	230	2,790	2,790	Dec. 15 —	Wages, vacations, holidays—
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	120,500	May 17 1968	Wages, union security, grievance procedure—
Robertshaw Controls (Canada) Ltd., Etobicoke, Ont.	U.E. Loc. 512 (Ind.)	243	5,100	5,100	Dec. 1 —	Wages, fringe benefits, other benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, December 1969 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: December	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Construction						
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	15,750	92,250	July 7 —	Wages, hours, other benefits—
Various construction contractors, Various locations, Nova Scotia.	various unions	4,000	24,000	24,000	Dec. 3 Dec. 11	Employment of non-union workers— Return of workers pending an Industrial Inquiry.
Transportation and Utilities						
TRANSPORTATION						
*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,290	24,370	Feb. 19 —	Hours of work, safety conditions—
Algoma Steel Corp. Ltd., Sault Ste. Marie, Ont.	United Transportation Union (AFL-CIO/CLC)	200	4,430	11,010	Oct. 16 —	Bonus or incentive plan—
Trade						
RETAIL						
Steinberg's Ltd., Various locations, Ont.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	650	3,250	3,250	Dec. 5 Dec. 12	Wages—8% wage increase retroactive June 1, 1969, $4. per wk. Dec. 1, 1969, $4. Mar. 1, 1970, 6% June 1, 1970; 100% cost of OHSIP premiums paid by employer.
Service						
HEALTH AND WELFARE						
St. Joseph's Hospital, Estevan, Sask.	Public Employees Loc. 80 (CLC)	101	2,240	5,050	Oct. 23 —	Wages—
Victoria Union Hospital, Prince Albert, Sask.	Public Employees Loc. 84 (CLC)	183	1,440	3,400	Nov. 16 Dec. 12	Wages—Return of workers under provincial injunction.
Public Administration						
LOCAL ADMINISTRATION						
City of Sydney, Sydney, N.S.	Public Employees Loc. 759 (CLC)	106	320	320	Dec. 29 —	Interpretation of seniority clause in present contract—

*Federal jurisdiction

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The Labour Gazette

Official Journal Canada Department of Labour

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THE LABOUR GAZETTE and LA GAZETTE DU TRAVAIL, published monthly by the Canada Department of Labour, Public Relations and Information Services Branch, David R. Monk, Director, are listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences.

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager.

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